



IOWA'S
REGISTERED APPRENTICESHIP
PROGRAMS REPORT
RELEASED 2020



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“In Iowa we have jobs looking for people, and Registered Apprenticeships are a proven solution to expand economic opportunities for Iowans.

These programs are a mechanism to recruit and train the skilled workers our employers so desperately need. Registered Apprenticeships also strengthen our communities, giving residents a sense of pride and personal investment in their city or town.”

- Governor Kim Reynolds

INTRODUCTION

The State of Iowa has experienced historic unemployment lows over the last three years. The unemployment rate has ranged from 3.4% in January 2017 to 2.7% in December of 2019. The combination of low unemployment and the ever-increasing need for a skilled workforce by Iowa's employers has led Iowa to embrace registered apprenticeships (RA) as a successful career path for graduating high school students. The earn while you learn model is also a valued option for adults. Access to numerous occupations and industries provide a wide array of career options for registered apprentices.

In 2016, Iowa Workforce Development (IWD) received an ApprenticeshipUSA State Expansion Grant from the U.S. Department of Labor (DOL). This grant has allowed the state to expand registered apprenticeship opportunities into occupations and industries (including: Advanced Manufacturing, Financial Services & Insurance, and Bio-Sciences) where registered apprenticeship hasn't traditionally been considered a training option. Over the course of the grant, a focus on healthcare and information technology also became a priority.

The 2016 grant also allowed IWD's Labor Market Information Division to analyze the demographics of Iowa's registered apprentices. Unlike other states Iowa does not operate the State's RA program. It is managed federally by the U.S. DOL. Through a data sharing agreement with U.S. DOL, Office of Registered Apprenticeship, IWD has been able to receive a quarterly RA participant and sponsor data extract.

The data extract allows the IWD's LMI Division to understand which RA programs are being used most frequently in Iowa including which occupations are most frequently pursued. In addition, the demographic data of participants allows for analysis by different groups, such as: age, sex, race, ethnicity, and veteran status. This has allowed IWD to track RA participation among minority groups as the State works to raise the profile of registered apprenticeship in underrepresented populations.

A key method to evaluate the effectiveness of RA completion as a financially rewarding career path is to follow RA completers in the workforce after they have completed their program. Labor Market Information data analysts have been able to connect the DOL provided RA participant data to IWD's unemployment insurance tax (UI) wage records. The Iowa UI wage records provide employment, earnings (gross), and industry data of Iowans for the purposes of providing unemployment benefits. This is used to analyze the employment, earnings, and industry of employment of registered apprentices. This analysis can provide insights into the effectiveness of RA programs as a financially rewarding and stable career in the state.

Iowa's Registered Apprenticeship Programs Report analyzes Iowa's RA levels and provides demographic breakouts of active apprentices and RA completers. The analysis includes geographic concentrations of active apprentices, growth in new apprentices, and top occupations using RA to train employees. The employment outcomes of RA completers is broken out by the same demographics, top completing programs, and employing industries. A glimpse into employee retention is also provided. The final section of the report provides a snapshot of the Iowa Department of Corrections' registered apprenticeship programs and participants. RA is being used as an effective skill-building program within Iowa's correctional system with the goal of reducing recidivism and improving employability of individuals following release.



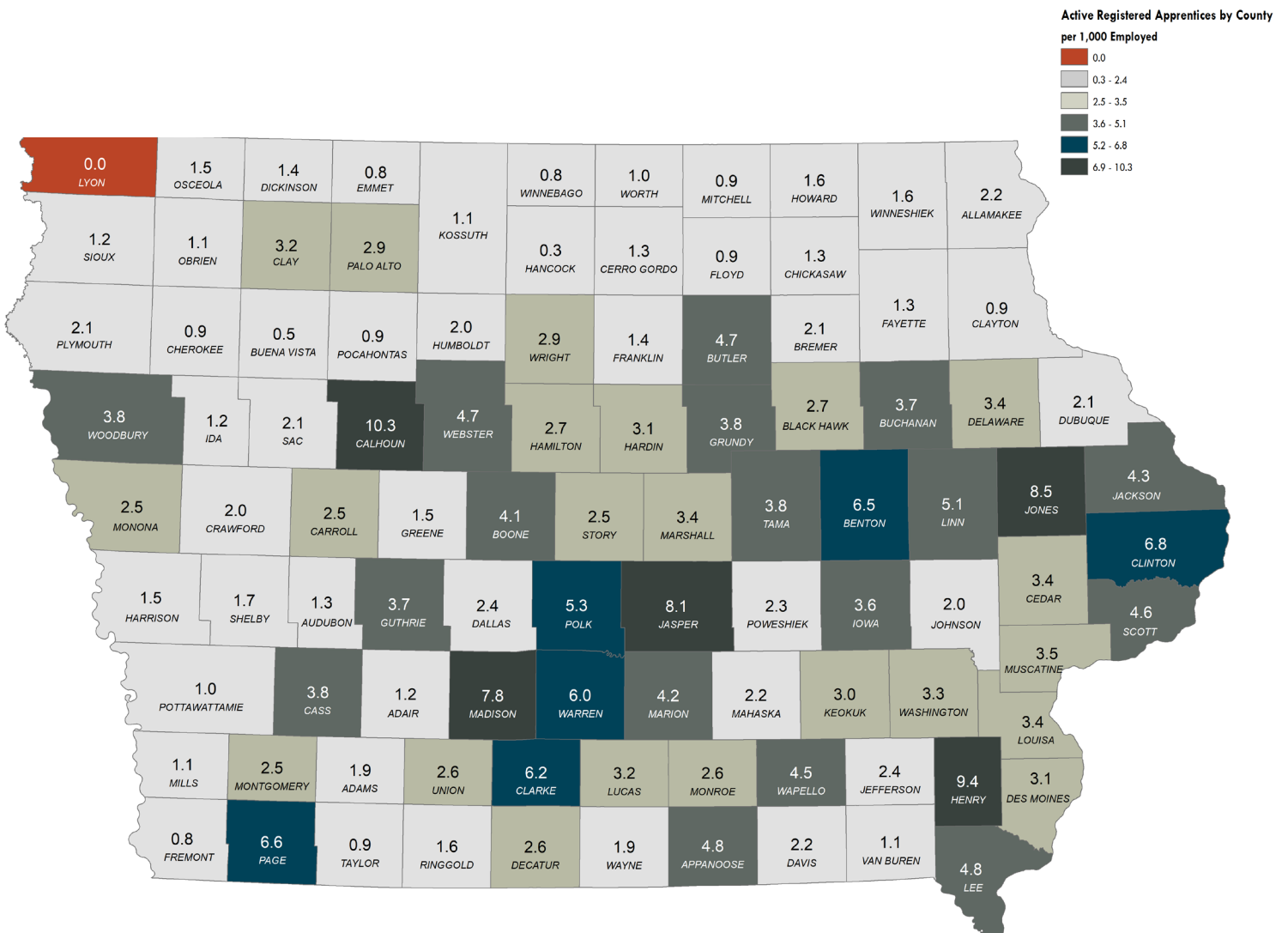
PROFILE OF REGISTERED APPRENTICES

RESIDENCE OF APPRENTICES

The map below represents active apprentices by county per 1,000 employed. Calhoun, Henry, Jones, Jasper, and Madison counties have the highest ratios of active apprentices while Fremont, Winnebago, Buena Vista, Hancock, and Lyon counties have the lowest ratio of active apprentices.

Some of the high ratios of active registered apprentices in these counties can be explained by the presence of registered apprenticeship programs within the correctional facilities located in these counties, excluding Madison. It is worth noting that Page County also contains a correctional facility in Clarinda.

Active Apprentices by County per 1,000 Employed (June 30, 2019)



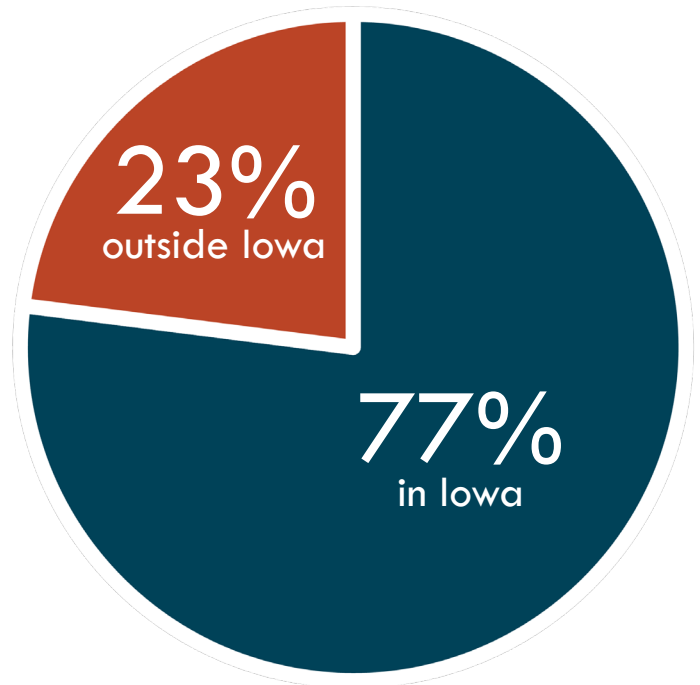
Source: U.S. Department of Labor RAPIDS Extract (Numerator) and Iowa Workforce Development, Local Area Unemployment Statistics, 2018 Annual Average Employment (Denominator)

Apprentices by Residence (June 30, 2019)

Iowa has four metropolitan areas located on the state border [Omaha-Council Bluffs (NE-IA), Davenport-Moline-Rock Island (IA-IL), Dubuque (IA), and Sioux City (IA-NE-SD)] these cities share their workforce between the bordering states. Additionally, RA sponsors may choose to have their registered apprentices trained outside of the state where they are employed. For example, an apprentice may be trained in Davenport, IA but are employed in Moline, IL.

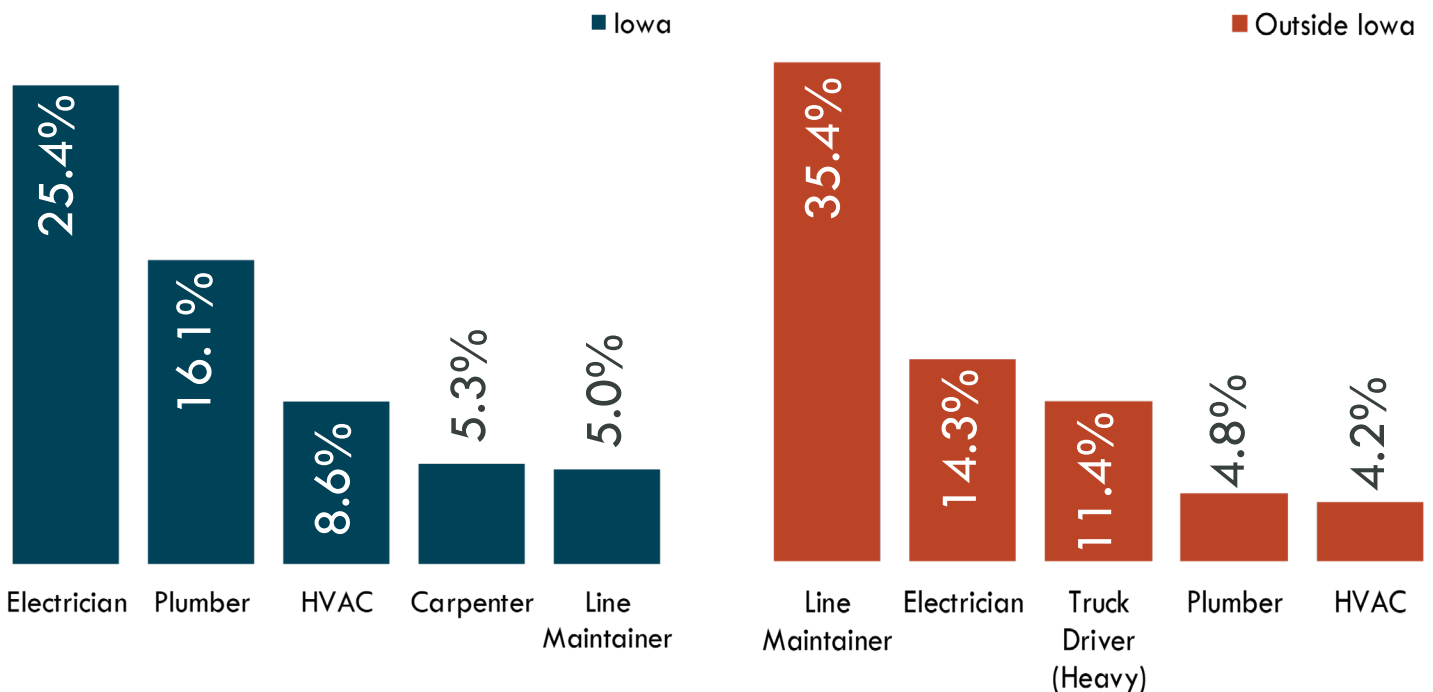
The chart to the right shows the percent of **apprentices by residence**. Nearly one-fourth (23%) of people who are in an apprenticeship program and work in Iowa, do not live in Iowa.

As shown in the charts below, the top occupations for active apprentices who live and work in Iowa are electrician; plumber; heating, ventilation, and air conditioning (HVAC); carpenter; and line maintainer. Line maintainer; electrician; truck driver (heavy); plumber; and air conditioning (HVAC) are the top occupations for active apprentices who work in Iowa but live in another state.



Source: U.S. Department of Labor Office of Apprenticeship Data and Statistics

Top Occupations of Active Apprentices by Place of Residence (June 30, 2019)



Source: Iowa Workforce Development calculations using U.S. Department of Labor RAPIDS Extract



The number of new registered apprentices in Iowa (lower right chart) have shown an average annual growth of 8.9% from federal fiscal year (FY) 2011 (October 1, 2010 to September 30, 2011) through FY 2017 (October 1, 2016 to September 30, 2017). In FY 2018, however, there was a 17.0% reduction in the number of new registered apprentices from the previous FY. Even with this reduction, from FY 2011 to FY 2018, there is an average annual growth rate of 5.2% in the number of new registered apprentices in Iowa, with a 37.2% growth rate overall.

The number of active apprentices in Iowa (lower left table) have shown an annual growth rate of 11.7% from FY 2014 to FY 2018, while completers have shown an average annual growth rate of 19.8% in the same time frame. There is a 68.1% overall growth rate of active apprentices in Iowa from FY 2011 to FY 2018 and an overall growth rate of 47.2% in completers from FY 2012 to FY 2018.

Changes in RA programs selection, employer training location preferences, and other program structures are also reflective in growth/decline estimates of new apprentice counts.

Active Apprentices & Completers in Iowa

FEDERAL FISCAL YEAR	ACTIVE APPRENTICES	COMPLETERS
2011	4,743	NA
2012	NA	1,249
2013	NA	1,324
2014	5,385	895
2015	6,272	1,016
2016	7,121	1,183
2017	9,393	1,461
2018	7,971	1,839

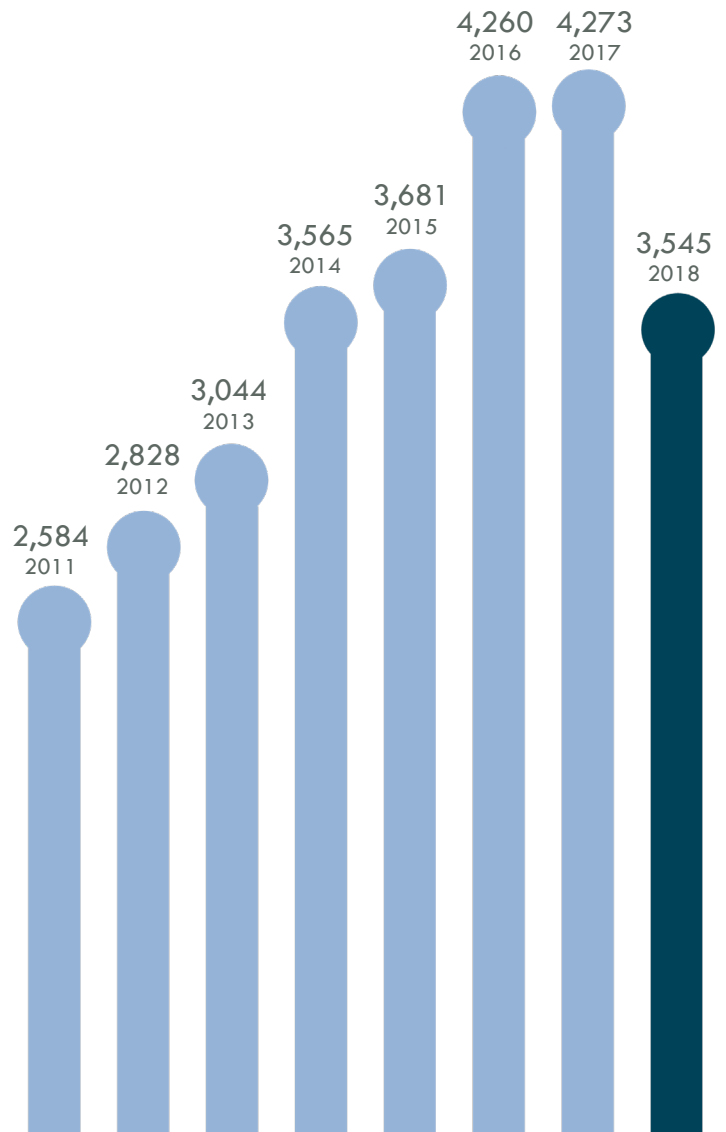
Source: U.S. Department of Labor Office of Apprenticeship Data and Statistics

NEW APPRENTICE NUMBERS CONTINUE TO BE STRONG

37.2%

GROWTH SINCE FY 2011

New Registered Apprentices in Iowa by Federal Fiscal Year

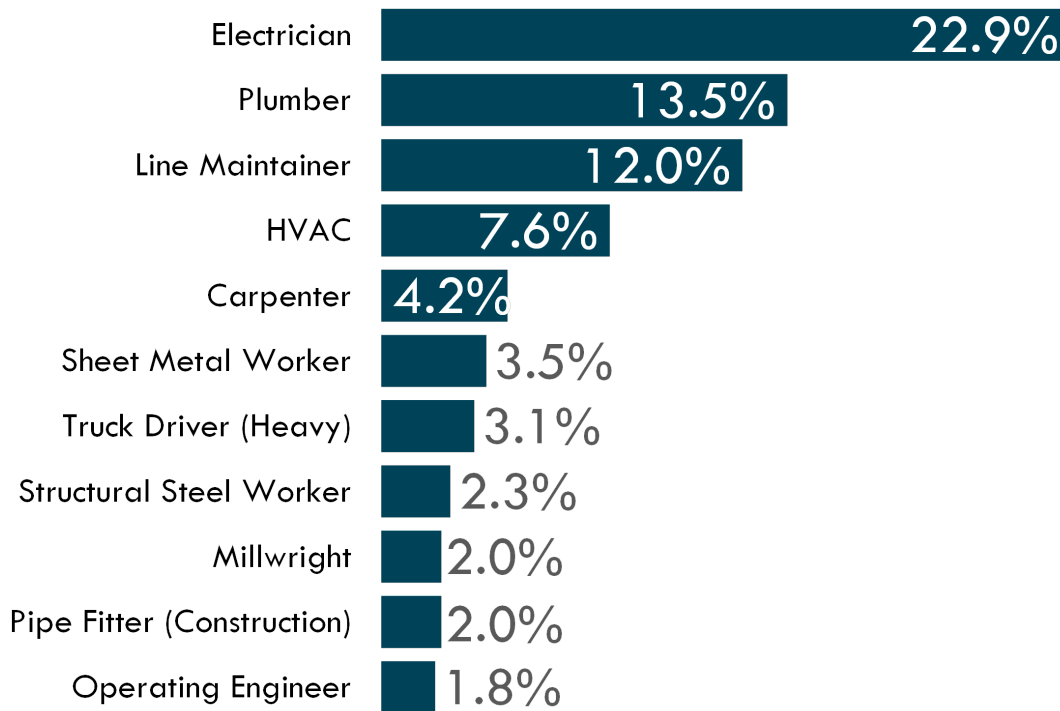


“Increasing the number of Registered Apprenticeship Programs and Registered Apprentices will help us close Iowa’s skills gap and help Iowans pursue rewarding careers and good-paying jobs. Healthcare and manufacturing are critical to Iowa’s economy, and it is vital we have the skilled workers for these jobs. Registered Apprenticeship growth is an important strategy to help our state reach its Future Ready Iowa goal of having 70 percent of its workforce with education or training beyond high school by 2025.”

- Governor Kim Reynolds

REGISTERED APPRENTICESHIP OCCUPATION BREAKOUTS

Top Occupations of Active Apprentices (June 30, 2019)



Source: Iowa Workforce Development calculations using U.S. Department of Labor RAPIDS Extract

Top Occupations of Active Apprentices by Targeted Sector (June 30, 2019)

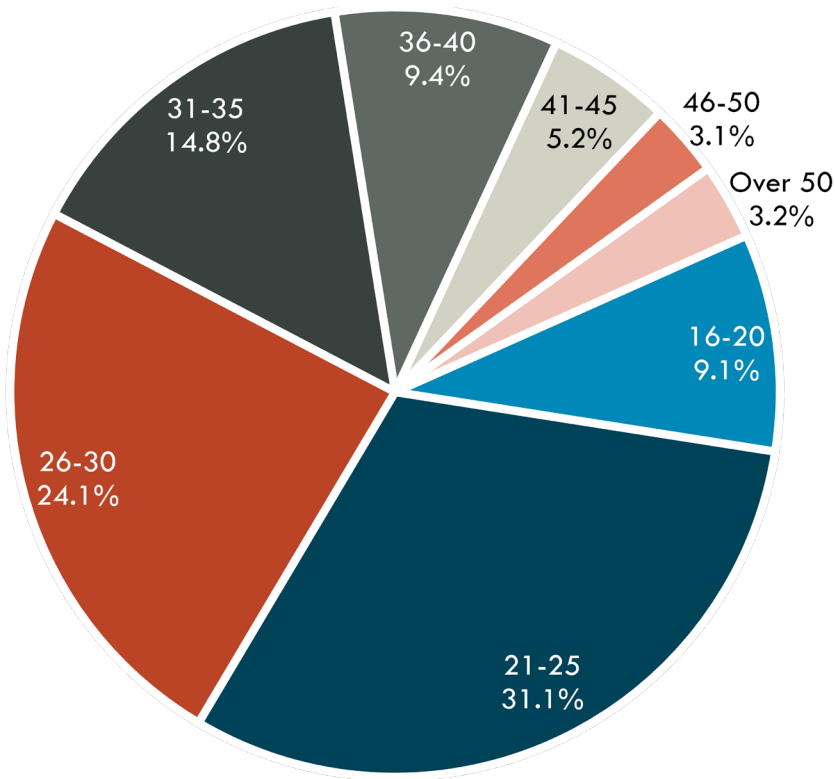
SECTOR	OCCUPATION	ACTIVE APPRENTICES	% OF ALL ACTIVE APPRENTICES
ADVANCED MANUFACTURING	ELECTRICIAN	1,745	22.9%
	SHEET METAL WORKER	264	3.5%
	TRUCK DRIVER (HEAVY)	235	3.1%
TOTAL		3,025	39.6%
HEALTHCARE	NURSE ASSISTANT CERTIFIED	93	1.2%
	PHARMACY TECH, RETAIL	14	0.2%
	MEDICAL RECORD & HEALTH INFO TECH/MEDICAL CODERS	2	0.0%
TOTAL		110	1.4%
INFORMATION TECHNOLOGY	HELP DESK TECH	5	0.1%
	INFORMATION TECHNOLOGY SPECIALIST	3	0.0%
TOTAL		8	0.1%

Source: Iowa Workforce Development calculations using U.S. Department of Labor RAPIDS Extract

Totals are reflective of all active apprentices and not just the top occupations by sector listed in the table.

REGISTERED APPRENTICES BY AGE

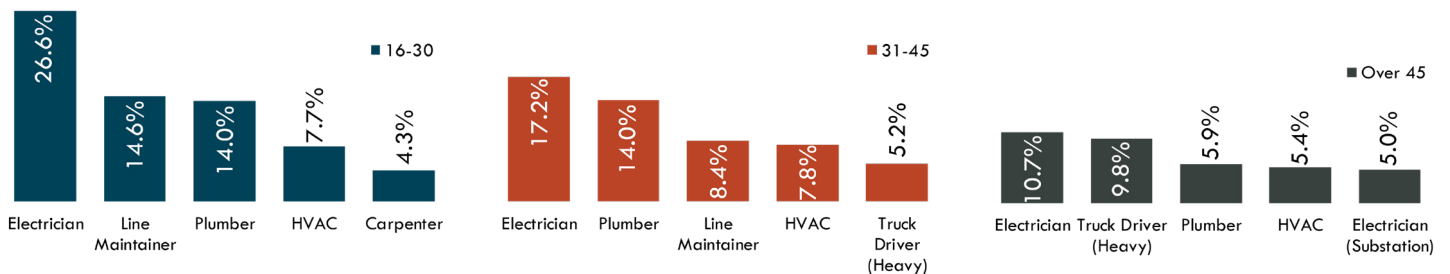
Active Apprentices by Age Range (June 30, 2019)



Nearly two-thirds (64.3%) of active apprentices are under the age of 30. Top occupations for those 16-30 years of age are electricians (26.6%), line maintainers (14.6%), and plumbers (14.0%). The age group of apprentices that fall in the 31-45 years of age grouping account for 29.4% of active apprentices in Iowa. Active apprentices 31-45 years of age top occupations are electricians (17.2%) and plumbers (14.0%). The smallest group (15.4%) is made up of active apprentices that are over 45 years of age. Electricians (10.7%) and truck drivers (heavy) (9.8%) make up the top occupations of active apprentices over 45 years of age.



Top Occupations of Active Apprentices by Age Range (June 30, 2019)



Source: Iowa Workforce Development calculations using U.S. Department of Labor RAPIDS Extract



REGISTERED APPRENTICES BY SEX

Active Apprentices by Sex (June 30, 2019)



Top Occupations of Active Apprentices by Sex (June 30, 2019)

MALES

OCCUPATION	% OF TOTAL
Electrician	23.5%
Plumber	13.9%
Line Maintainer	12.5%
HVAC	7.8%
Carpenter	4.3%

FEMALES

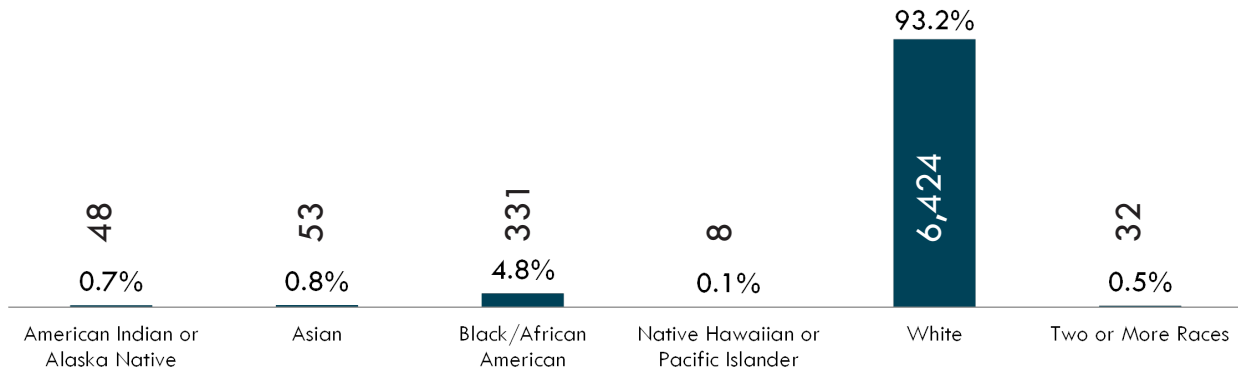
OCCUPATION	% OF TOTAL
Nurse Assistant Certified	25.2%
Child Care Development Specialist	8.6%
Electrician	7.0%
Construction Craft Laborer	5.0%
Cook (Hotel & Restaurant)	4.6%

Source: Iowa Workforce Development calculations using U.S. Department of Labor RAPIDS Extract



REGISTERED APPRENTICES BY RACE AND ETHNICITY

Active Apprentices by Race (June 30, 2019)



Source: Iowa Workforce Development calculations using U.S. Department of Labor RAPIDS Extract



Top Occupations of Active Apprentices by Race (June 30, 2019)

RACIAL MINORITY

OCCUPATION	% OF TOTAL
Electrician	13.1%
Truck Driver (Heavy)	12.1%
Nurse Assistant Certified	8.3%
Plumber	7.6%
Carpenter	6.6%

WHITE

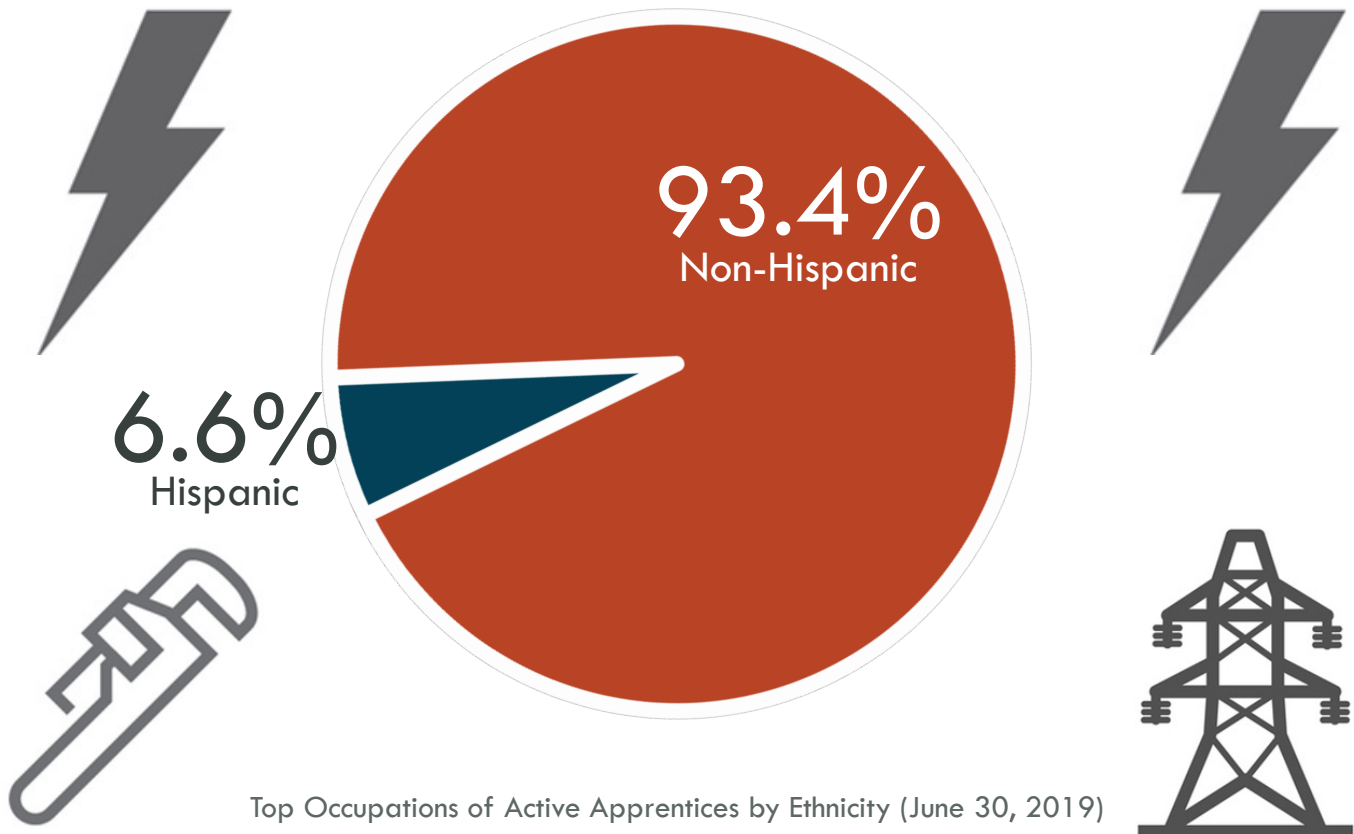
OCCUPATION	% OF TOTAL
Electrician	24.3%
Plumber	14.3%
Line Maintainer	13.7%
HVAC	7.4%
Carpenter	4.0%

Note: For this analysis, "racial minority" includes American Indian/Alaska Native, Asian, Black/African American, Native Hawaiian/Pacific Island, Two or More races. It does not include "unknown race". Source: Iowa Workforce Development calculations using U.S. Department of Labor RAPIDS Extract

“More and more employers from diverse industries are finding a Registered Apprenticeship allows them to recruit, train and retain workers to build a workforce that meets their needs.”

- Director Beth Townsend, Iowa Workforce Development

Active Apprentices by Ethnicity (June 30, 2019)



Top Occupations of Active Apprentices by Ethnicity (June 30, 2019)

HISPANIC

OCCUPATION	% OF TOTAL
Electrician	23.6%
Plumber	12.3%
HVAC	9.0%
Carpenter	7.9%
Structural Steel Worker	5.9%

NON-HISPANIC

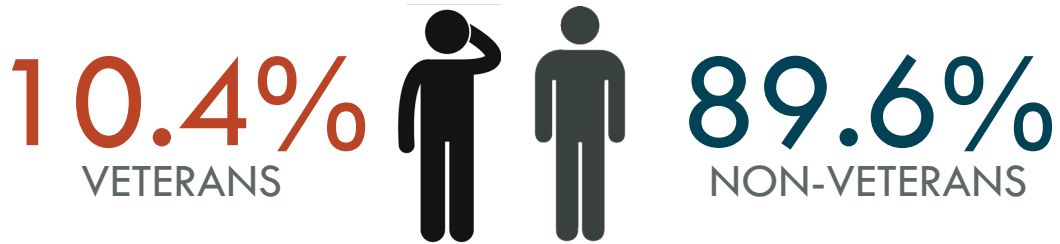
OCCUPATION	% OF TOTAL
Electrician	23.2%
Line Maintainer	14.0%
Plumber	12.8%
HVAC	6.4%
Carpenter	4.9%

Source: Iowa Workforce Development calculations using U.S. Department of Labor RAPIDS Extract



REGISTERED APPRENTICES BY VETERAN STATUS

Active Apprentices by Veteran Status (June 30, 2019)



Top Occupations of Active Apprentices by Veteran Status (June 30, 2019)

VETERAN

OCCUPATION	% OF TOTAL
Electrician	20.3%
Truck Driver (Heavy)	14.5%
Plumber	11.5%
Line Maintainer	10.2%
HVAC	5.3%

NON-VETERAN

OCCUPATION	% OF TOTAL
Electrician	23.8%
Plumber	13.7%
Line Maintainer	12.6%
HVAC	7.6%
Carpenter	4.2%

Source: Iowa Workforce Development calculations using U.S. Department of Labor RAPIDS Extract



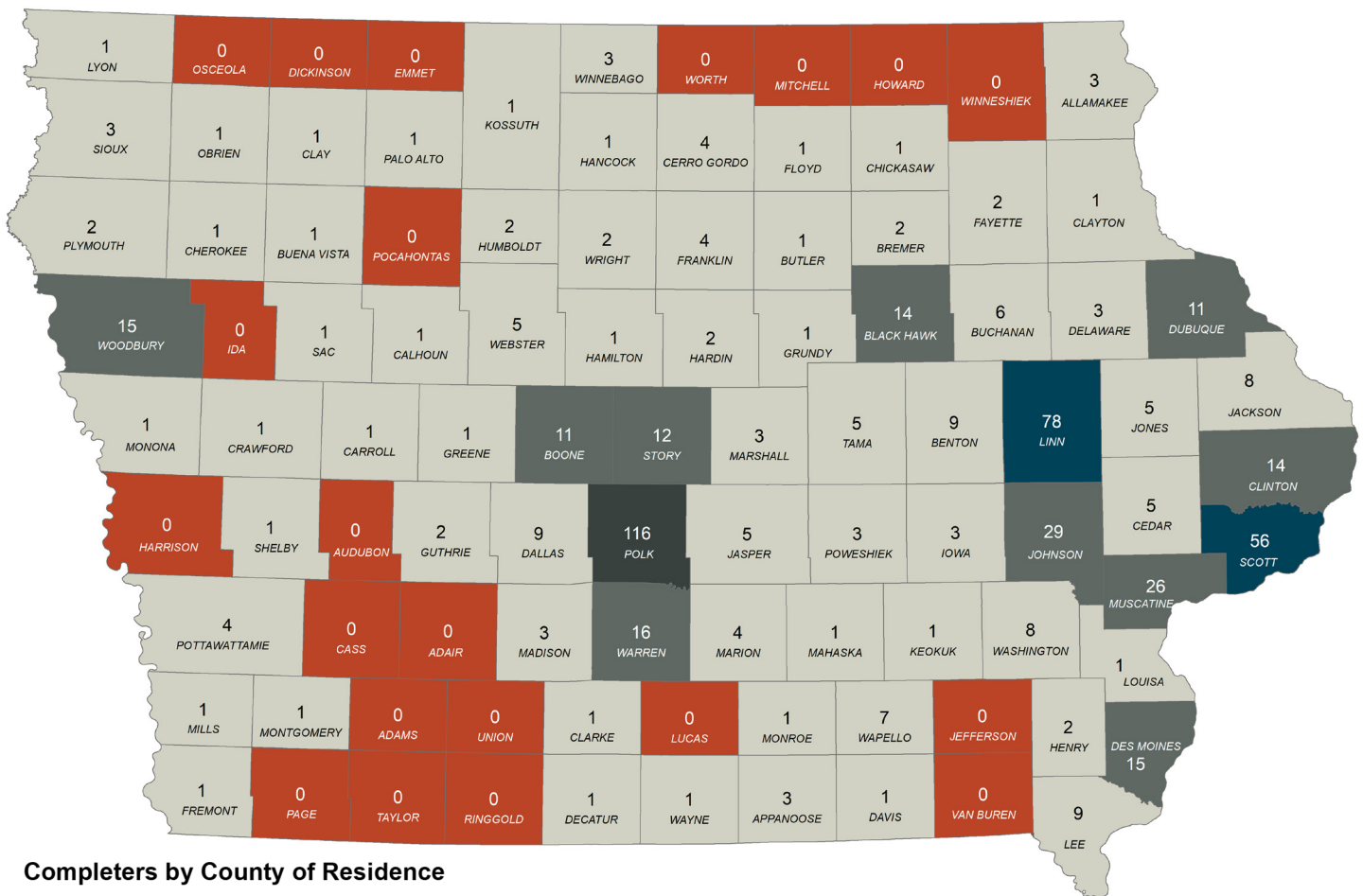
COMPLETER PROFILE (2013)

PROFILE OF REGISTERED APPRENTICESHIP PROGRAM COMPLETERS

The map below shows the concentration of individuals who have completed a registered apprenticeship program by county of residence. This map indicates where they were living at time of completion, not necessarily the location of where the registered apprenticeship sponsor is located nor where the participant lives today.

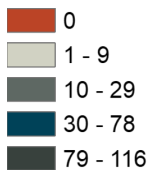
The map represents a total of 585 completers. The largest number of completers lived in Polk County at the time of completion, followed by Linn and Scott counties. There were 21 counties that had zero completers living there.

Completers by County of Residence (2013 Cohort)



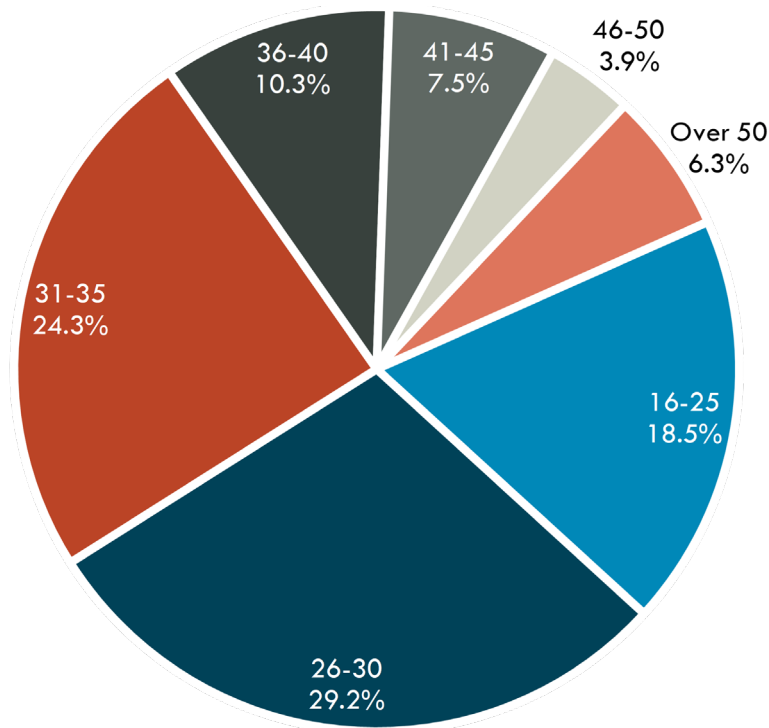
Source: Iowa Workforce Development calculations using U.S. Department of Labor RAPIDS Extract

Completers by County of Residence
2013 Cohort



COMPLETERS BY AGE RANGE

Registered Apprentice Completers by Age Range



The age distribution of Iowa's Registered Apprenticeship completers is older than what is typically thought of for traditional post-secondary training and education (Associate Degree, Bachelor's Degree) completers.

Most registered apprentices complete their programs between the ages of 26 and 30 (29.2%), followed by those who are 31 to 35 (24.3%). Nearly two-thirds of registered apprentices complete their programs between the ages of 26 and 40 (63.8%). Only one out of five registered apprentices complete their program before the age of 26 (18.5%) which nearly mirrors those that are 41 and older (17.7%).

When looking at the sex, race, and ethnicity of registered apprenticeship completers there isn't a lot diversity. Nearly all the RA completers during the time frame of the analysis were white (94.7%) and male (97.9%). This demonstrated lack of diversity exemplifies why Iowa Workforce Development has made it a priority to increase minority participation in RA programs.

Source: Iowa Workforce Development calculations using U.S. Department of Labor RAPIDS Extract

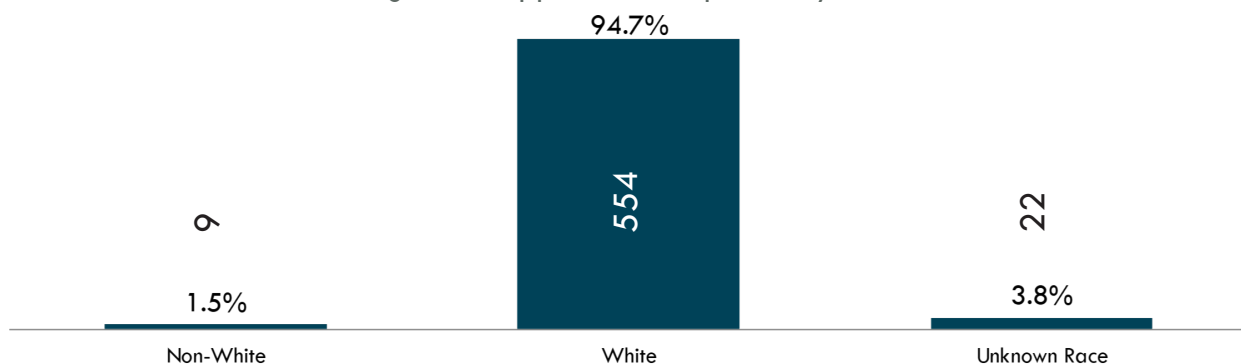
COMPLETERS BY SEX

Registered Apprentice Completers by Sex



COMPLETERS BY RACE

Registered Apprentice Completers by Race

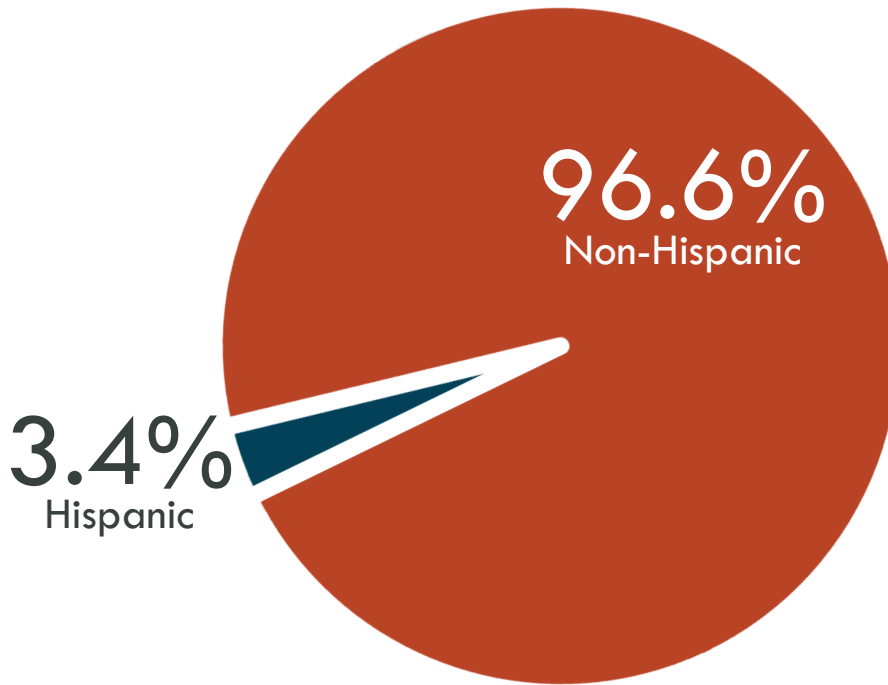


Source: Iowa Workforce Development calculations using U.S. Department of Labor RAPIDS Extract



COMPLETERS BY ETHNICITY

Registered Apprentice Completers by Ethnicity



Source: Iowa Workforce Development calculations using U.S. Department of Labor RAPIDS Extract

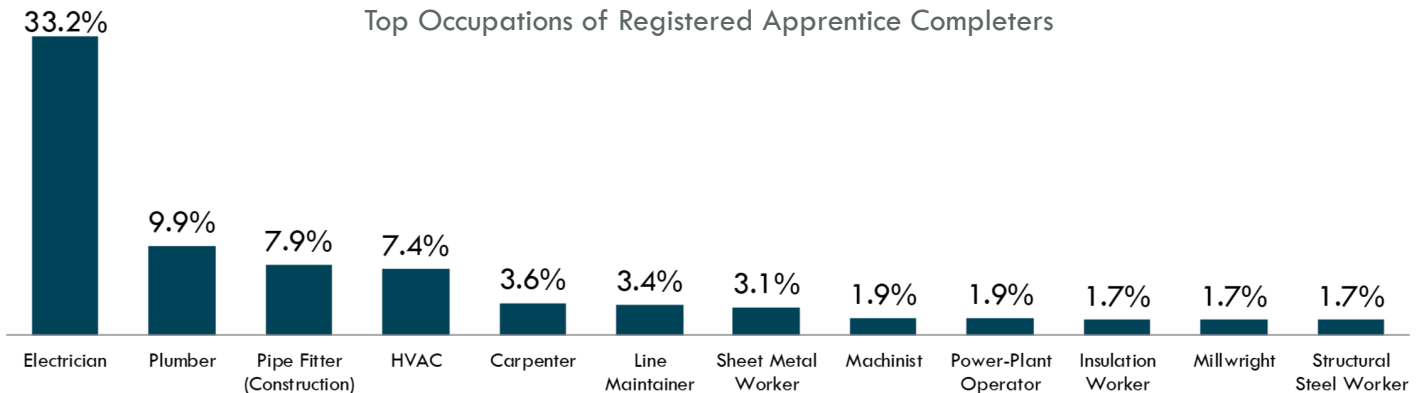
COMPLETERS BY VETERAN STATUS

Registered Apprentice Completers by Veteran Status



COMPLETERS BY OCCUPATION

Top Occupations of Registered Apprentice Completers



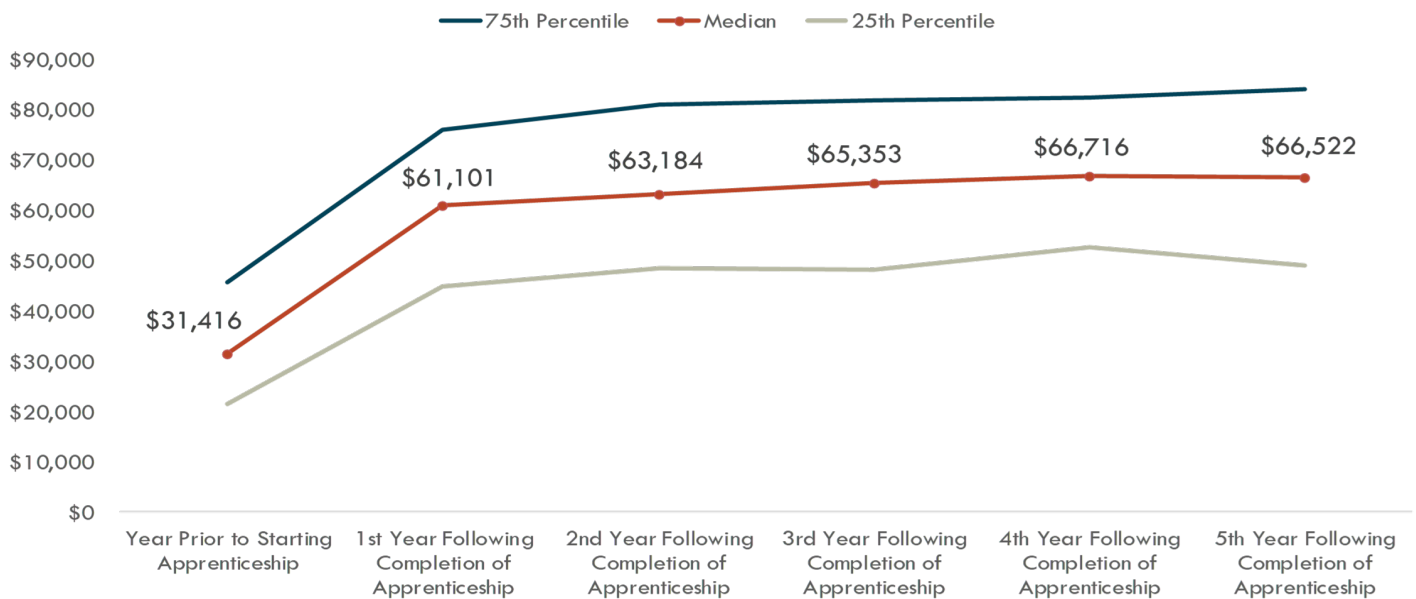
Source: Iowa Workforce Development calculations using U.S. Department of Labor RAPIDS Extract

EMPLOYMENT OUTCOMES (2013)

OVERALL WAGES & EMPLOYMENT OF REGISTERED APPRENTICES

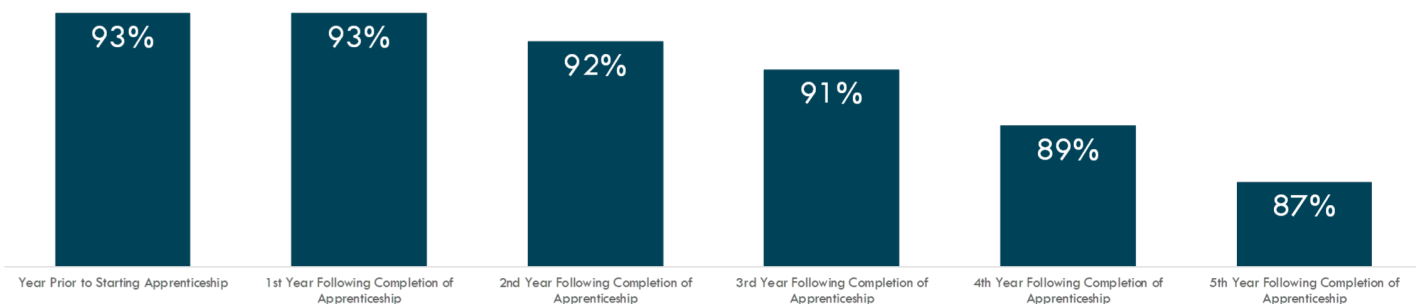
The median average wage for registered apprentices the first year after their completion of the apprenticeship program nearly doubled (94.5% increase) from their median wage prior to starting the apprenticeship program. Wages had an average increase of 2.2 percent for the next four years, and the only slight decline in wages was in the fifth year after completing the apprenticeship (-0.29%).

Annual Wage of Registered Apprentices Following Completion of Program



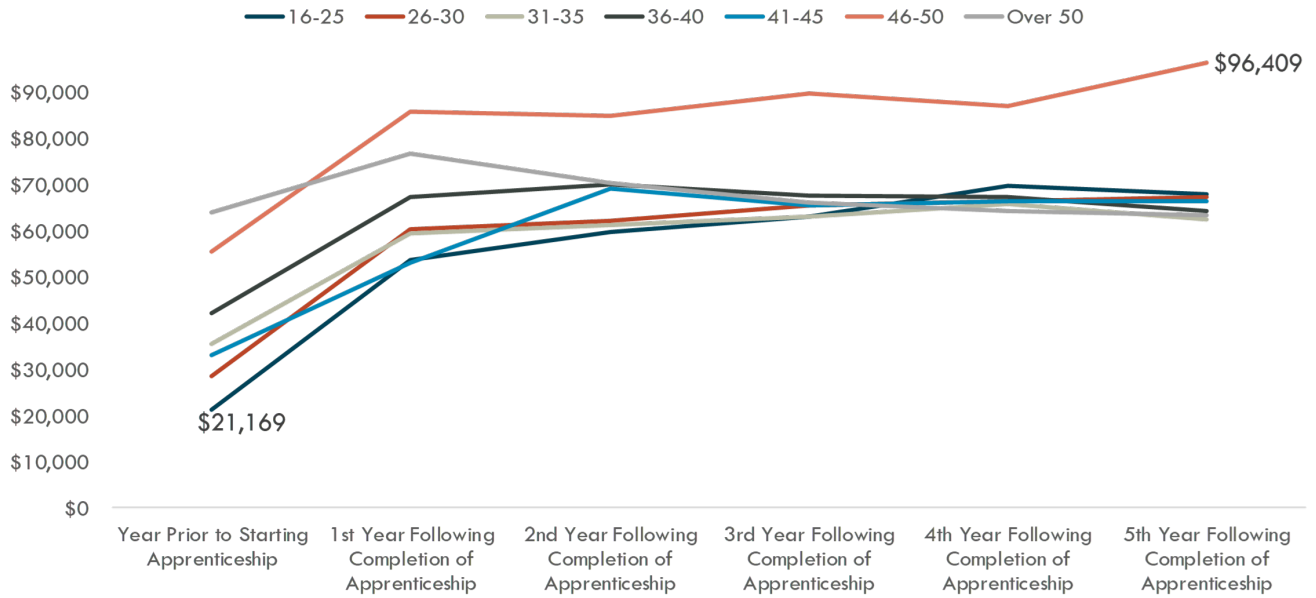
Around 93 percent of registered apprentices were employed a year following completion of their program. The employment rate five years after completion was 87 percent. While the employment rate of completers appears to decline over time, it is worth noting that this trend may be driven by limitations of the data available rather than a real decrease in employment. The data reported here includes workers that are part of the Iowa unemployment insurance (UI) database. Therefore, it is possible that the decline in the employment rate is explained by some completers transitioning into self-employment, employment outside Iowa, or any other employment status not captured by the UI data (See Appendix A for further details).

Percent of Registered Apprentices Employed Following Completion of Program

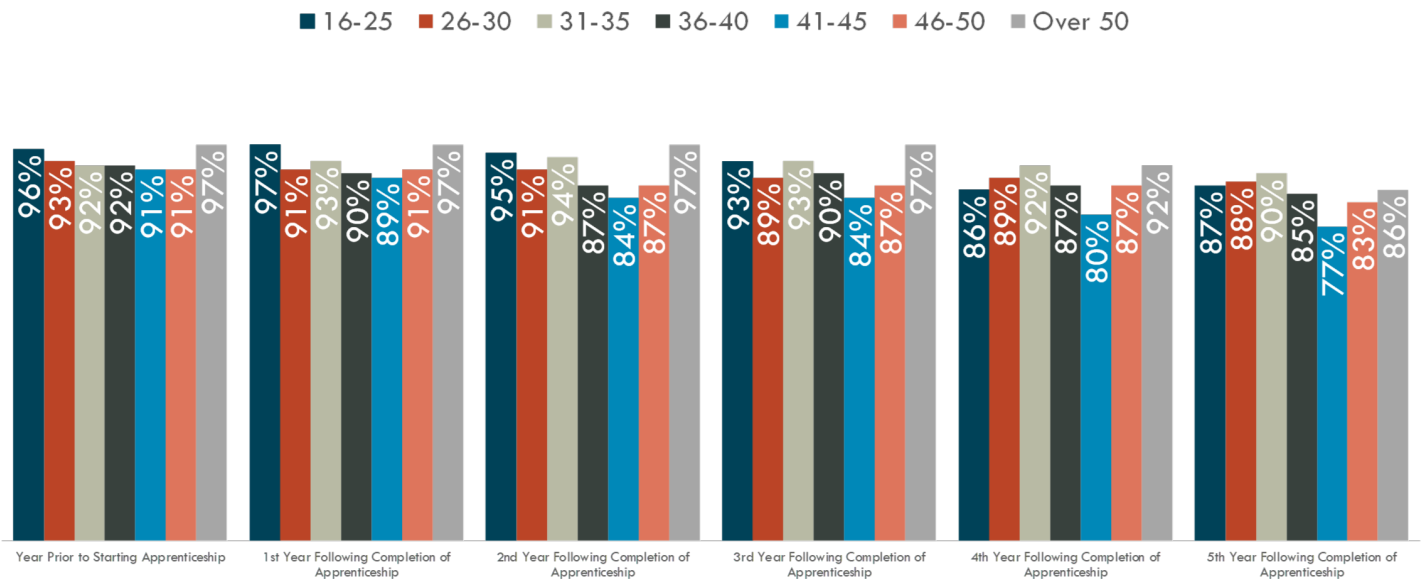


WAGE & EMPLOYMENT OUTCOMES BY AGE RANGE

Annual Median Wage of Registered Apprentices Following Completion of Program by Age Range

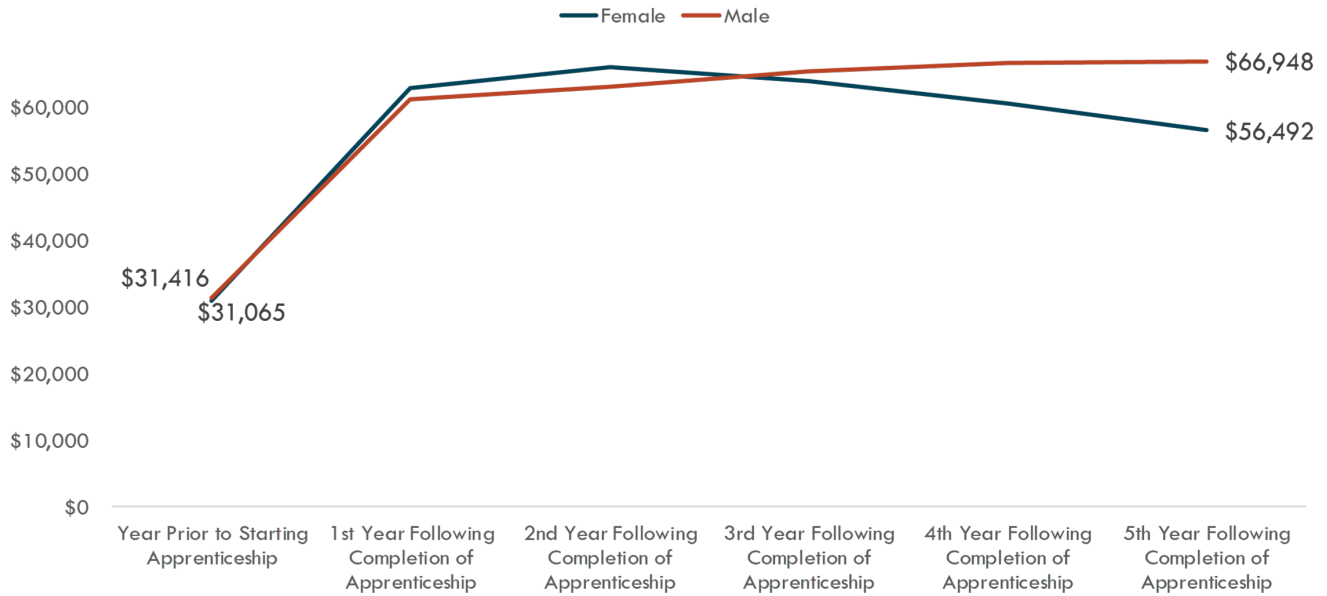


Percent of Registered Apprentices Employed Following Completion of Program by Age Range

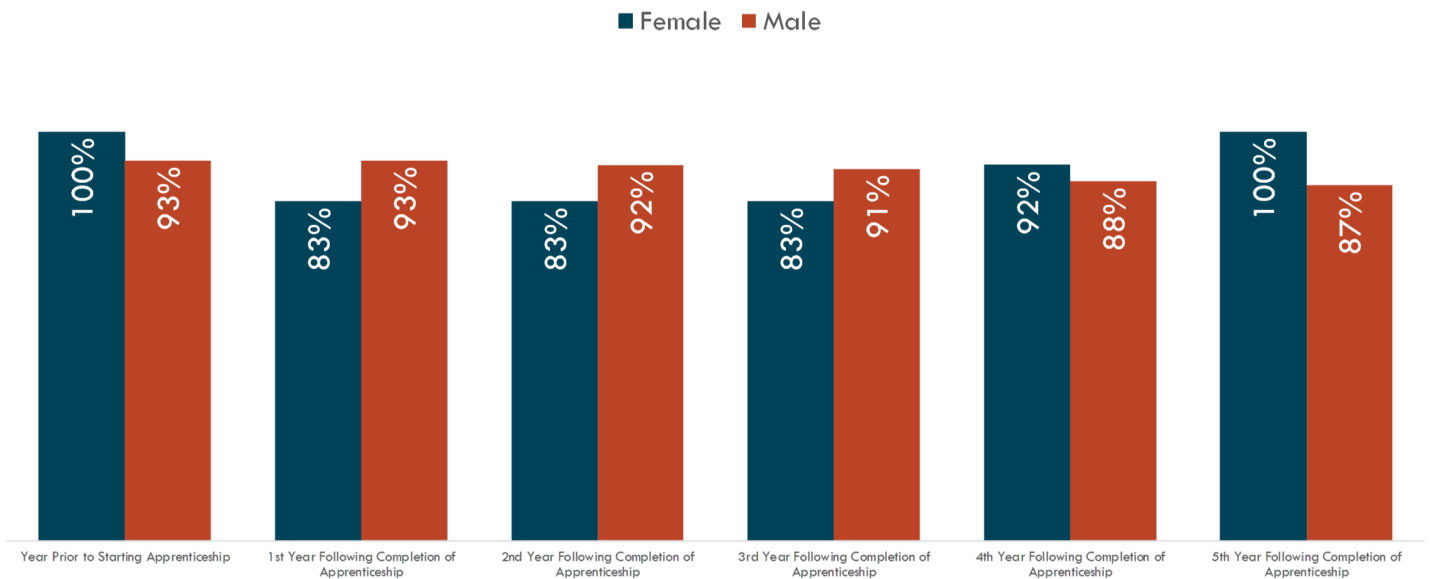


WAGE & EMPLOYMENT OUTCOMES BY SEX

Annual Median Wage of Registered Apprentices Following Completion of Program by Sex



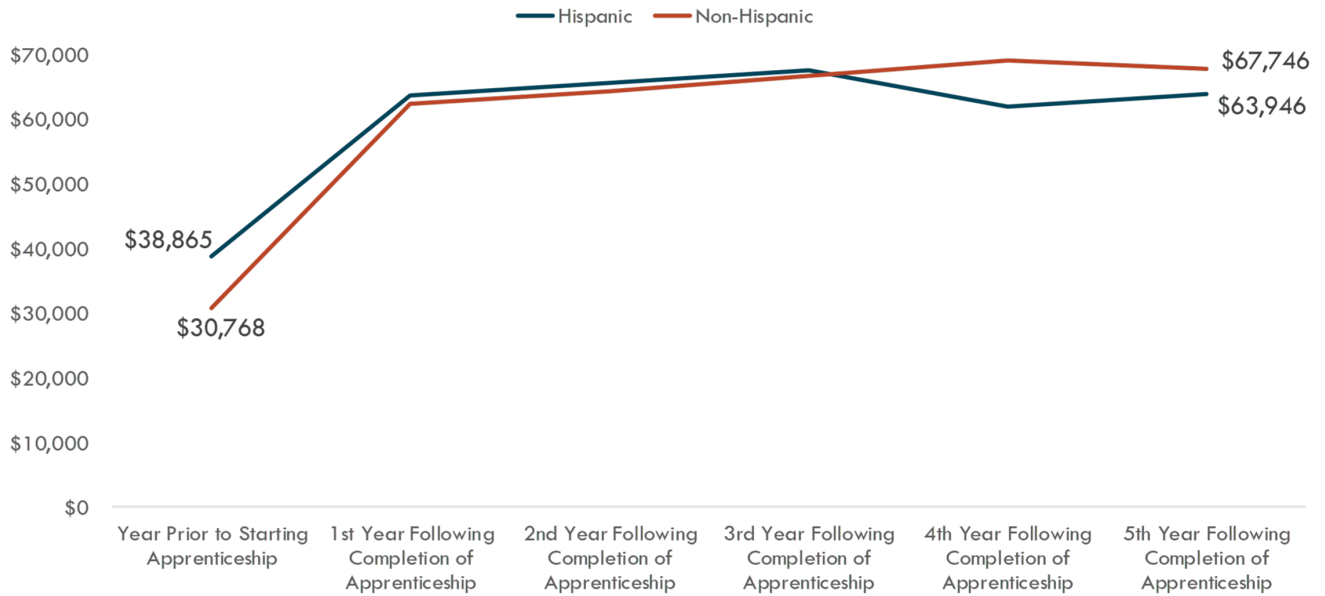
Percent of Registered Apprentices Employed Following Completion of Program by Sex



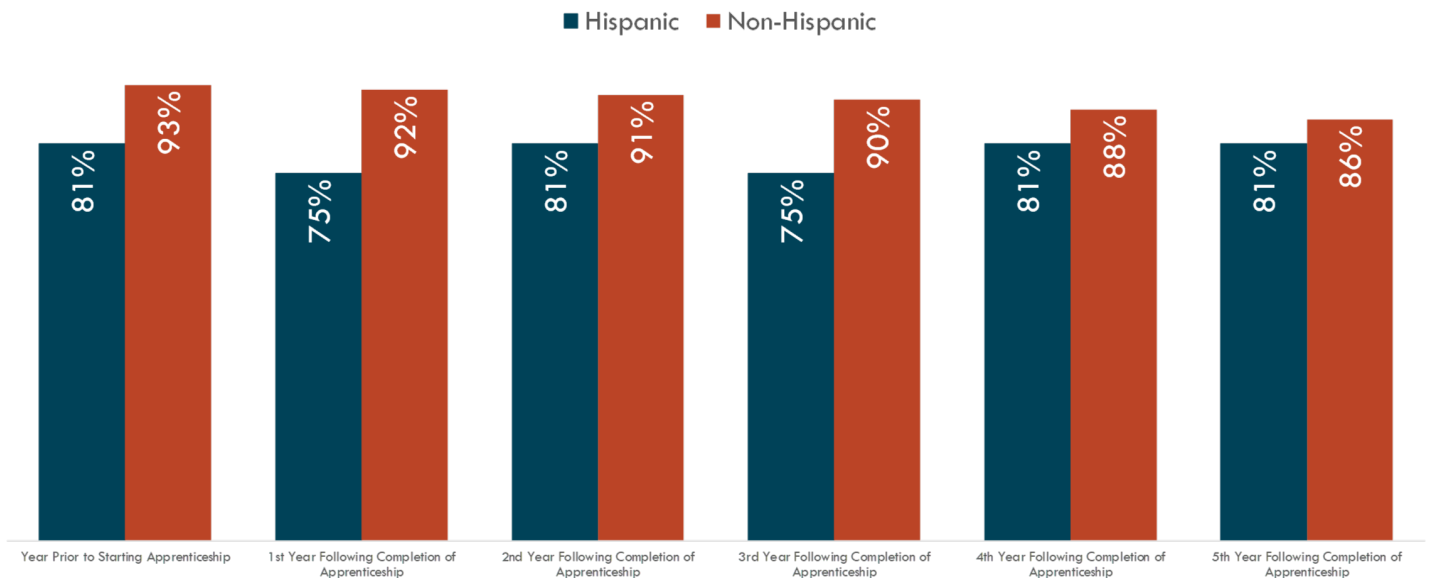


WAGE & EMPLOYMENT OUTCOMES BY ETHNICITY

Annual Median Wage of Registered Apprentices Following Completion of Program by Ethnicity

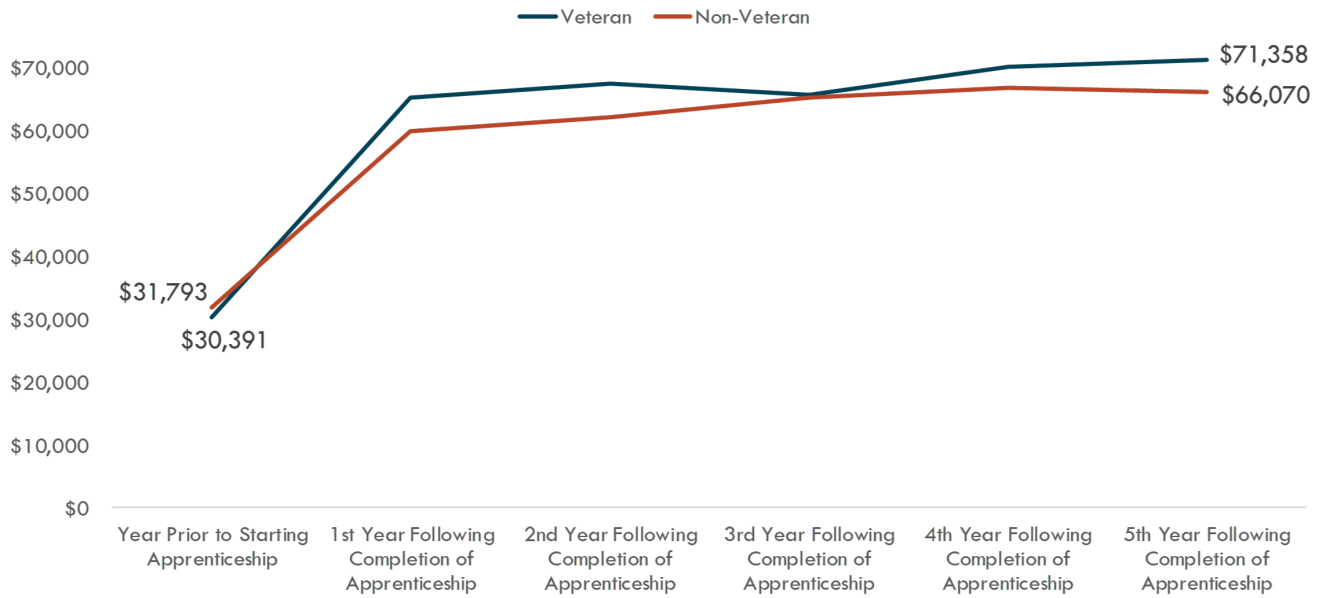


Percent of Registered Apprentices Employed Following Completion of Program by Ethnicity

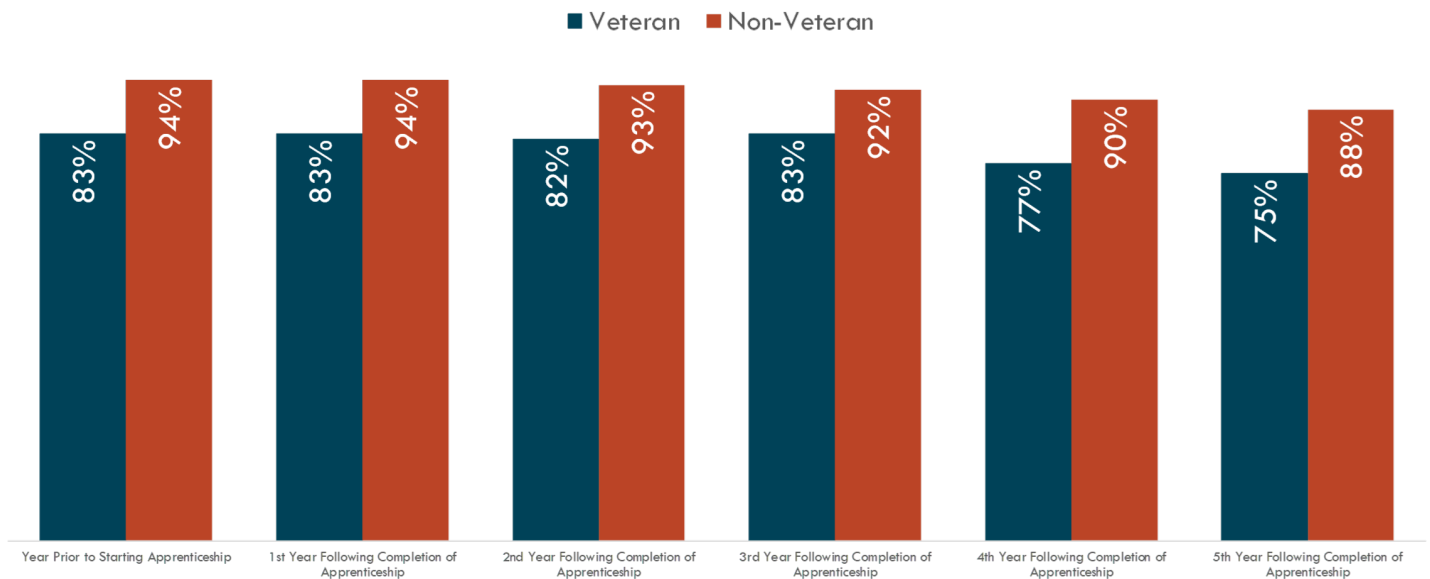


WAGE & EMPLOYMENT OUTCOMES BY VETERAN STATUS

Annual Median Wage of Registered Apprentices Following Completion of Program by Veteran Status



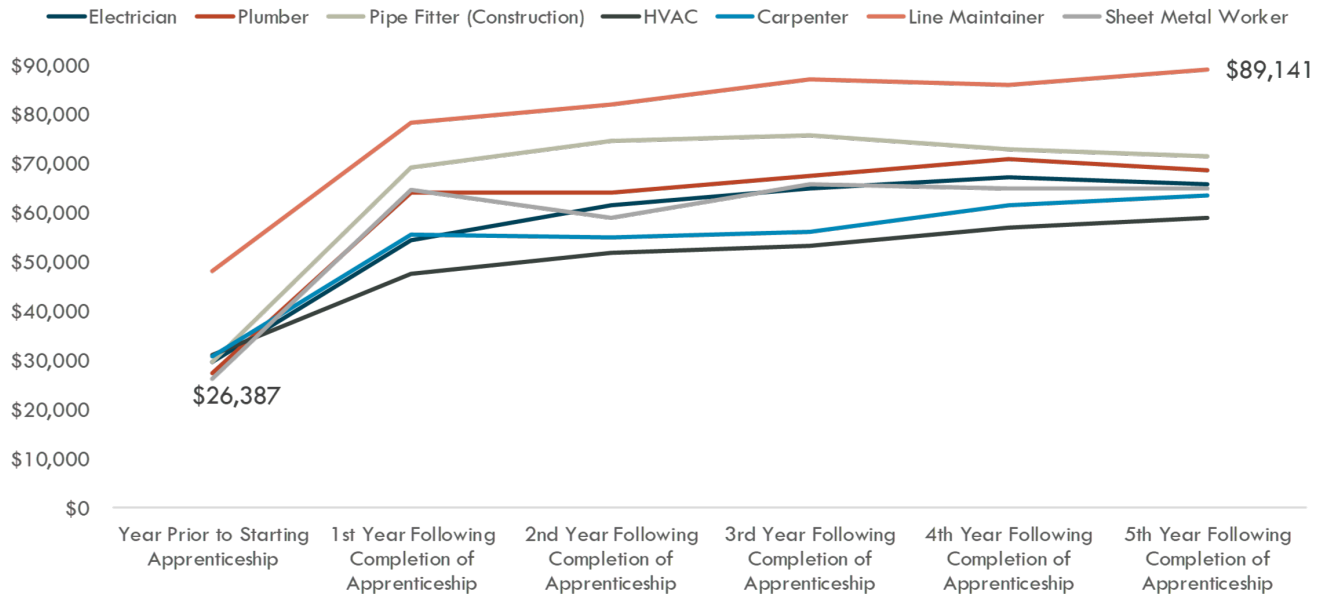
Percent of Registered Apprentices Employed Following Completion of Program by Veteran Status



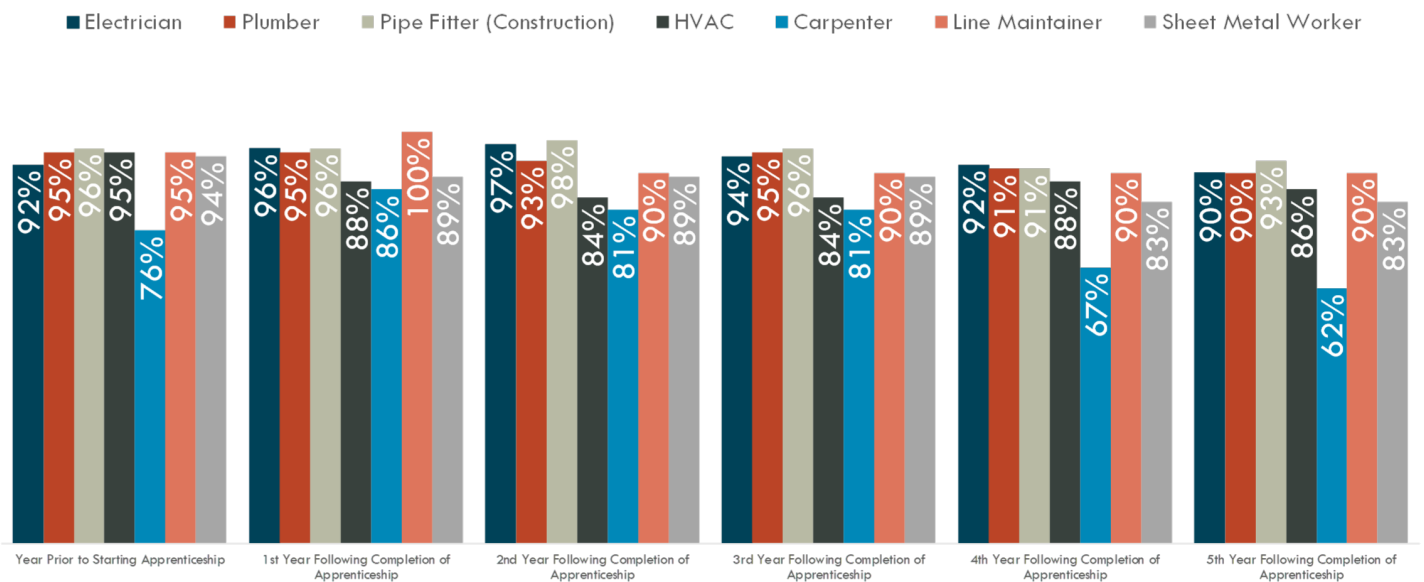


WAGE & EMPLOYMENT OUTCOMES BY OCCUPATION

Annual Median Wage of Registered Apprentices Following Completion of Program by Top Occupations

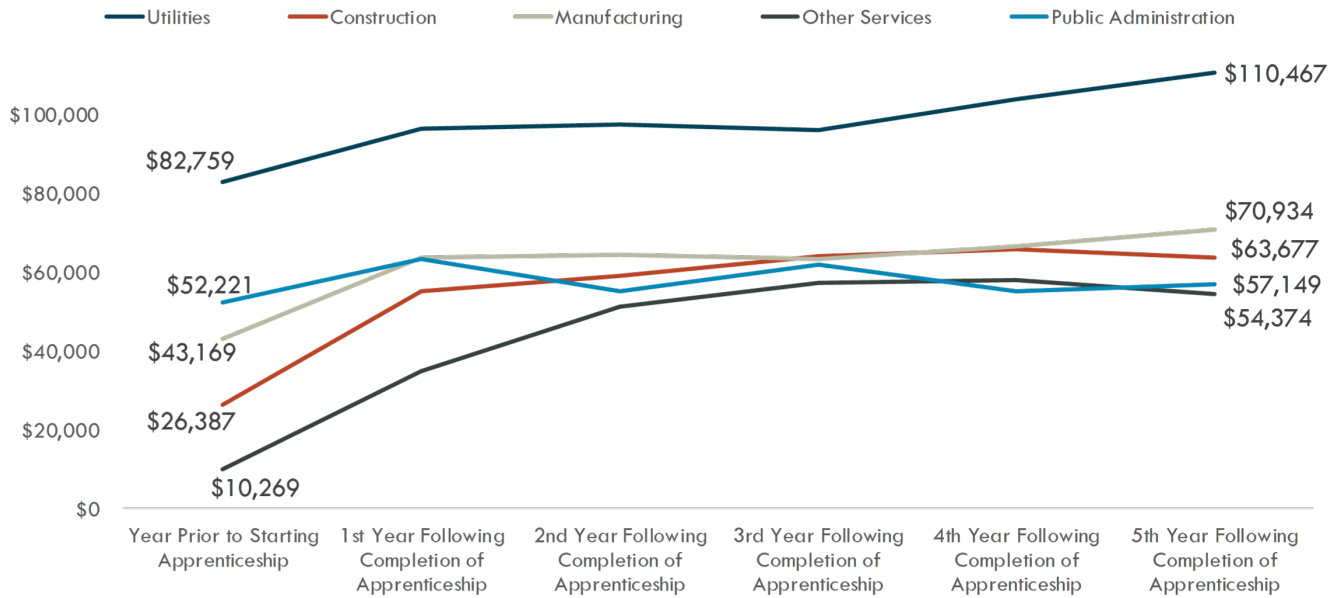


Percent of Registered Apprentices Employed Following Completion of Program by Top Occupations



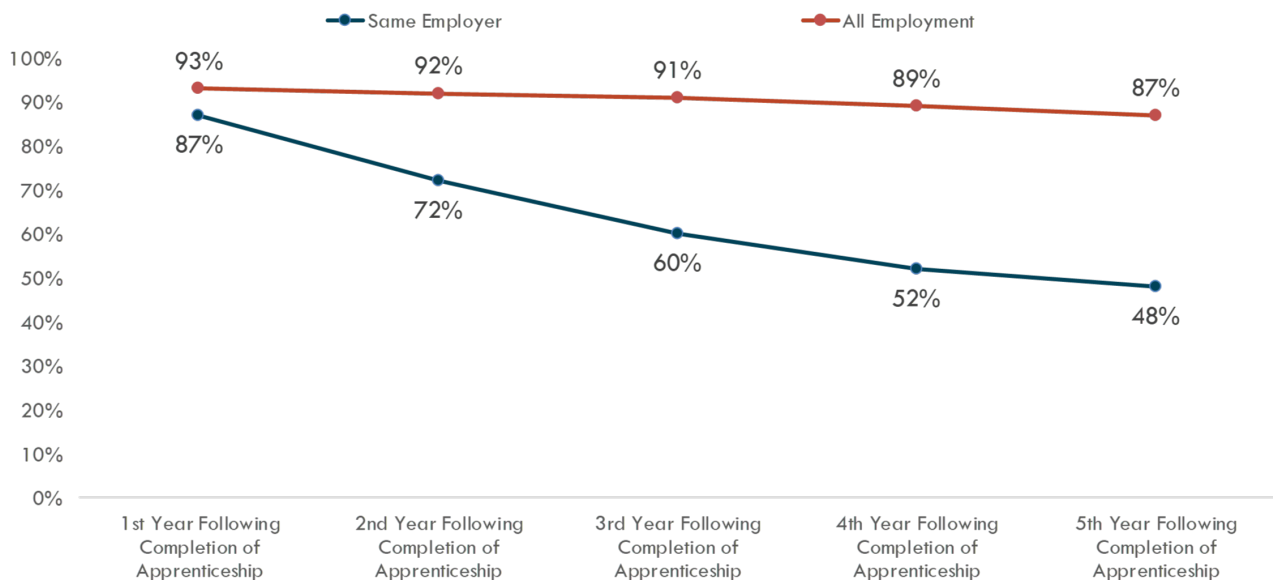
WAGES BY INDUSTRY

Annual Median Wage of Registered Apprentices Following Completion of Program by Top Industries



RETENTION OF EMPLOYMENT WITH SAME EMPLOYER

Percent of Registered Apprentices Employed with Same Employer Following Completion of Program

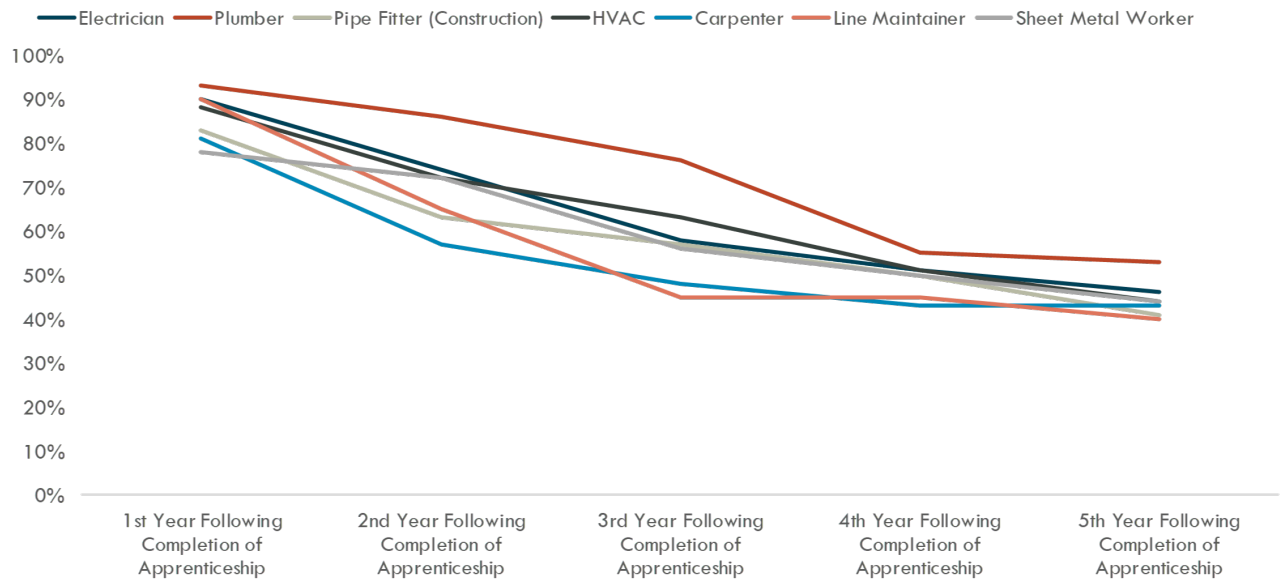


The graph below shows retention of employment with the same employer by occupation. With an ever-changing economy there could be several factors that affect retention rates for employers such as: demand for one occupation over another in an area, competitors offering a more favorable job opportunity, or even that the employee may decide they want a career change. Any single factor, or combination of factors, could affect a registered apprentice's decision to stay with their current employer or seek out a different opportunity elsewhere.

In the graph below, plumbers have the highest retention rate with the same employer among the top occupations. The retention rate of line maintainers fell 45 percent from the first year following completion to the third year following completion, the most among all the top occupations. Additionally, they had the most overall decline at 50 percent.

RETENTION OF EMPLOYMENT WITH SAME EMPLOYER BY OCCUPATION

Percent of Registered Apprentices Employed with Same Employer Following Completion of Program by Top Occupations



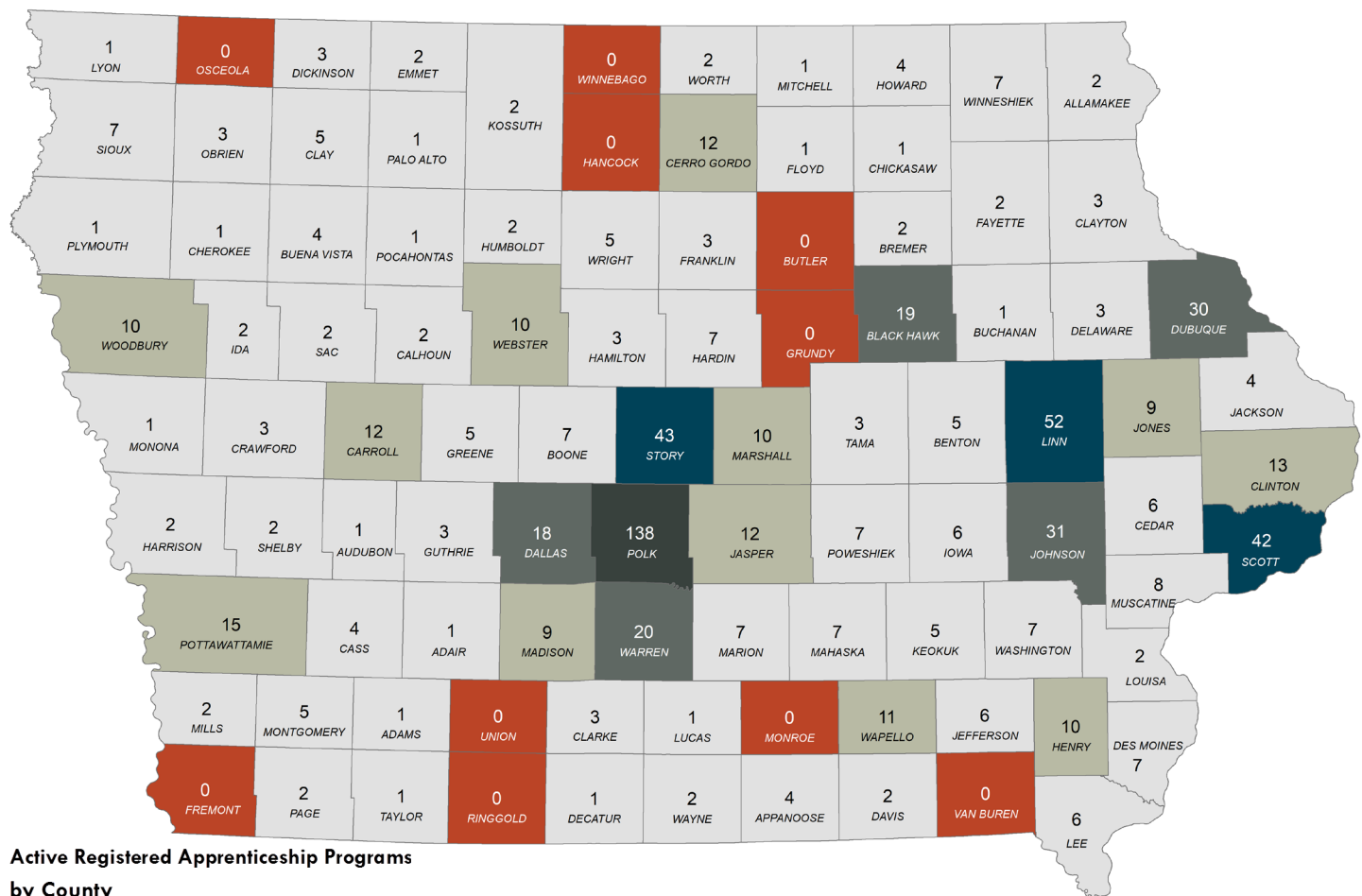
REGISTERED APPRENTICESHIP PROGRAMS

The map below shows active registered apprenticeship programs by county. Polk, Linn, Story, Scott, Johnson, and Dubuque counties have the greatest number of active programs. There are ten counties with no active programs: Butler, Fremont, Grundy, Hancock, Monroe, Osceola, Ringgold, Union, Van Buren, and Winnebago. However, over a third of the counties in the state have between 5 and 20 active apprenticeship programs.

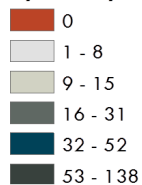
Continuing to grow the number of active programs in the state will continue to increase the number of opportunities available to Iowans to pursue a registered apprenticeship. Registered apprenticeship program data contained in this report does not include employers (1,000+) in Iowa who are partnering with registered apprenticeship intermediaries. For more information regarding intermediaries visit: www.apprenticeship.gov/employers/intermediaries.

ACTIVE PROGRAMS BY BUSINESS LOCATION

Active Registered Apprenticeship Programs by County (June 30, 2019)



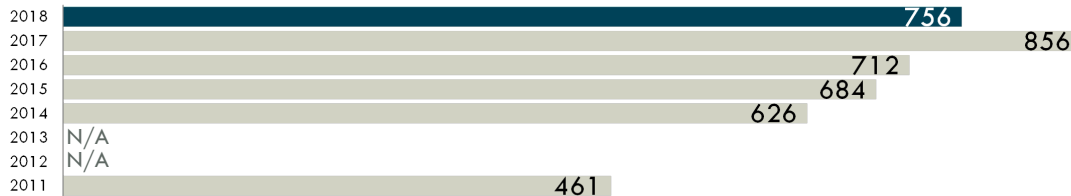
Active Registered Apprenticeship Programs by County



Source: Iowa Workforce Development calculations using U.S. Department of Labor RAPIDS Extract

ACTIVE PROGRAMS BY YEAR

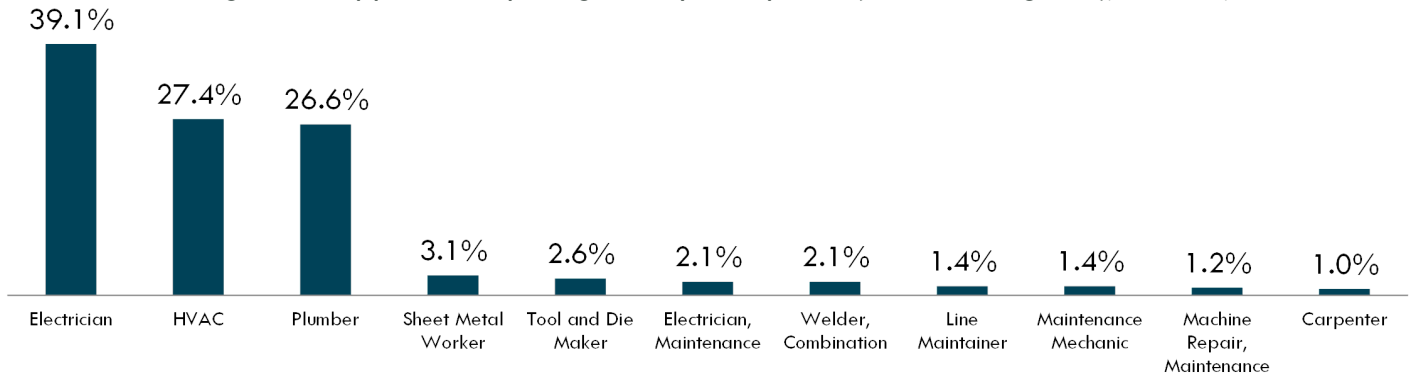
Active Registered Apprenticeship Program Counts by Federal Fiscal Year



Source: U.S. Department of Labor Office of Apprenticeship Data and Statistics

ACTIVE PROGRAMS BY OCCUPATION

Active Registered Apprenticeship Programs by Occupation (% of All Programs), June 30, 2019



Source: Iowa Workforce Development calculations using U.S. Department of Labor RAPIDS Extract

ACTIVE PROGRAMS BY TARGETED SECTOR

Top Occupations of Active Registered Apprenticeship Programs by Targeted Sector (June 30, 2019)

SECTOR	OCCUPATION	ACTIVE PROGRAMS	% OF ALL ACTIVE PROGRAMS
ADVANCED MANUFACTURING	ELECTRICIAN	303	39.1%
	SHEET METAL WORKER	24	3.1%
	TOOL AND DIE MAKER	20	2.6%
TOTAL		407	52.6%
HEALTHCARE	NURSE ASSISTANT CERTIFIED	7	0.9%
	COMMUNITY HEALTH WORKER	1	0.1%
	MEDICAL RECORD & HEALTH INFO TECH/MEDICAL CODERS	1	0.1%
TOTAL		13	1.7%
INFORMATION TECHNOLOGY	IT GENERALIST	2	0.3%
	COMPUTER PROGRAMMER	1	0.1%
	COMPUTER SUPPORT SPECIALIST	1	0.1%
TOTAL		5	0.6%

Source: Iowa Workforce Development calculations using U.S. Department of Labor RAPIDS Extract

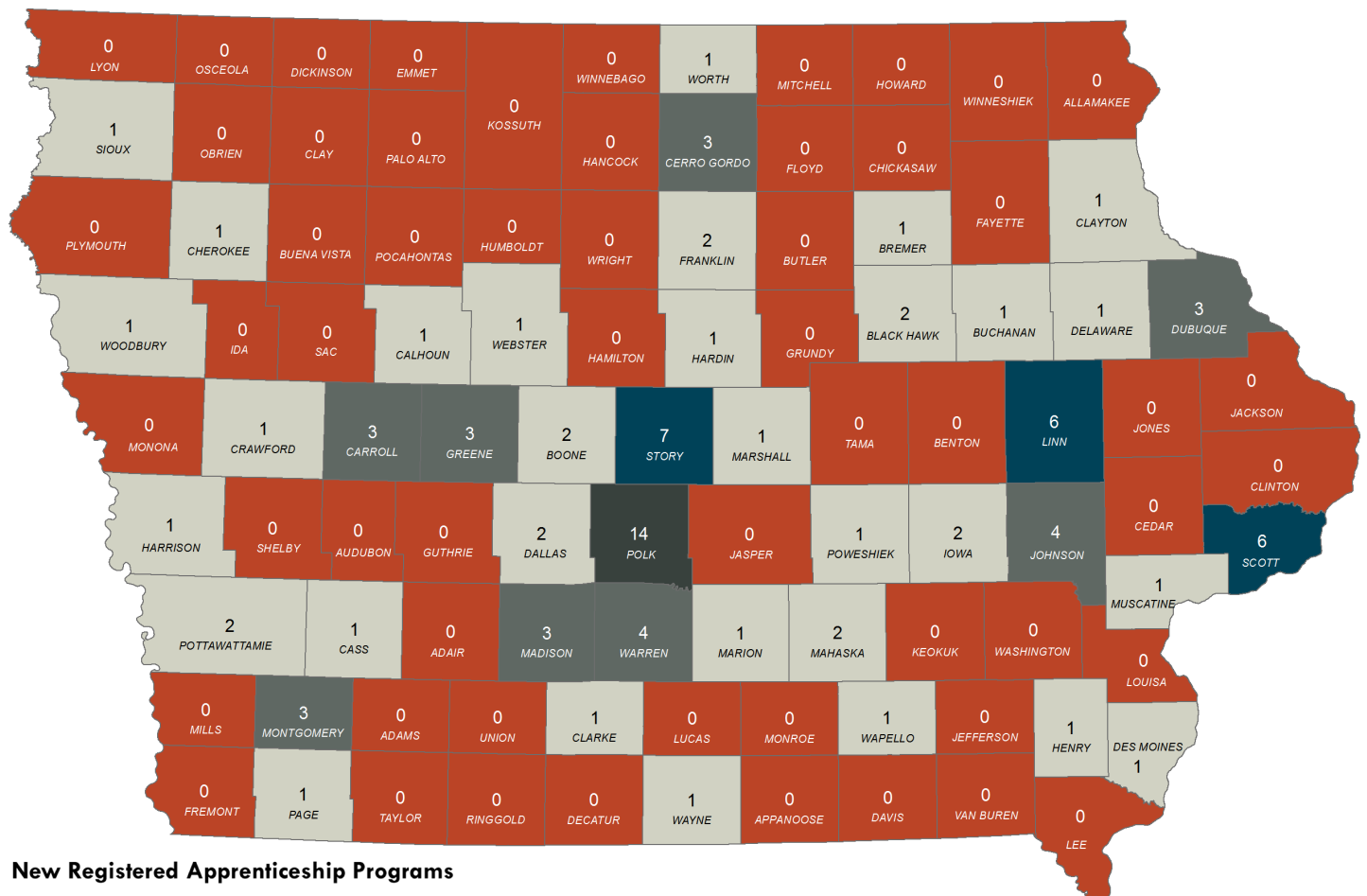
Totals are reflective of all active apprentices and not just the top occupations by sector listed in the table.

NEW PROGRAMS BY LOCATION

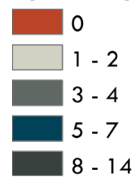
The map below shows the number of new registered apprenticeship programs by county. Polk, Story, Linn, and Scott counties have the most new programs, while much of the state did not have any new apprenticeship programs in the last year (July 1, 2018-June 30, 2019). In many cases, it appears that the lack of new programs are in rural counties.

However, it should be noted that there are counties containing metropolitan areas that also did not have a large number of programs added in the last year: Dubuque (3), Black Hawk (2), Pottawattamie (2), and Woodbury (1). There is a lot of opportunity to grow the Registered Apprenticeship Program in the State of Iowa.

New Registered Apprenticeship Programs (in the Last Year, July 1, 2018- June 30, 2019) by County



New Registered Apprenticeship Programs by County

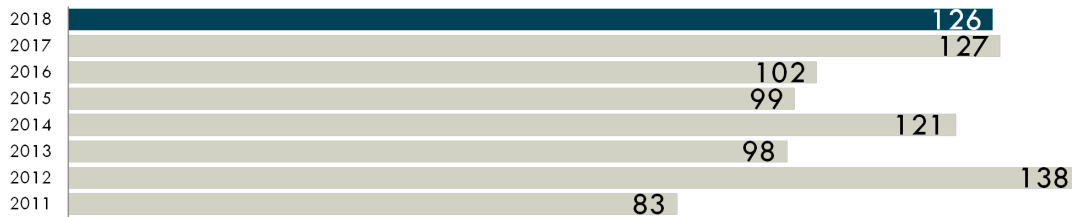


Source: Iowa Workforce Development calculations using U.S. Department of Labor RAPIDS Extract



NEW PROGRAMS BY YEAR

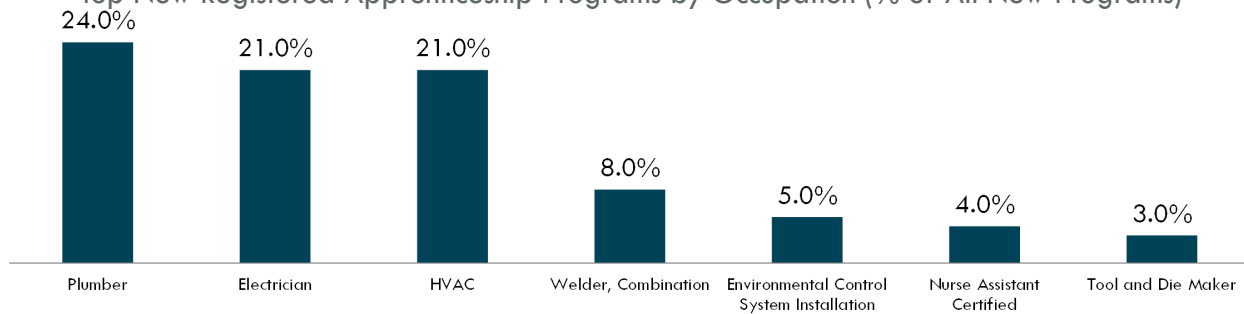
New Registered Apprenticeship Program Counts by Federal Fiscal Year



Source: U.S. Department of Labor Office of Apprenticeship Data and Statistics

NEW PROGRAMS BY OCCUPATION

Top New Registered Apprenticeship Programs by Occupation (% of All New Programs)



Source: Iowa Workforce Development calculations using U.S. Department of Labor RAPIDS Extract

NEW PROGRAMS BY TARGETED SECTOR

Top Occupations of New Registered Apprenticeship Programs by Targeted Sector

SECTOR	OCCUPATION	ACTIVE PROGRAMS	% OF ALL ACTIVE PROGRAMS
ADVANCED MANUFACTURING	ELECTRICIAN	21	21.0%
	WELDER, COMBINATION	8	8.0%
	TOOL AND DIE MAKER	3	3.0%
TOTAL		45	45.0%
HEALTHCARE	NURSE ASSISTANT CERTIFIED	4	4.0%
	COMMUNITY HEALTH WORKER	1	1.0%
	MEDICAL RECORD & HEALTH INFO TECH/MEDICAL CODERS	1	1.0%
TOTAL		6	6.0%
INFORMATION TECHNOLOGY	COMPUTER PROGRAMMER	1	1.0%
	INFORMATION TECHNOLOGY SPECIALIST	1	1.0%
TOTAL		2	2.0%

Source: Iowa Workforce Development calculations using U.S. Department of Labor RAPIDS Extract
Totals are reflective of all active apprentices and not just the top occupations by sector listed in the table.

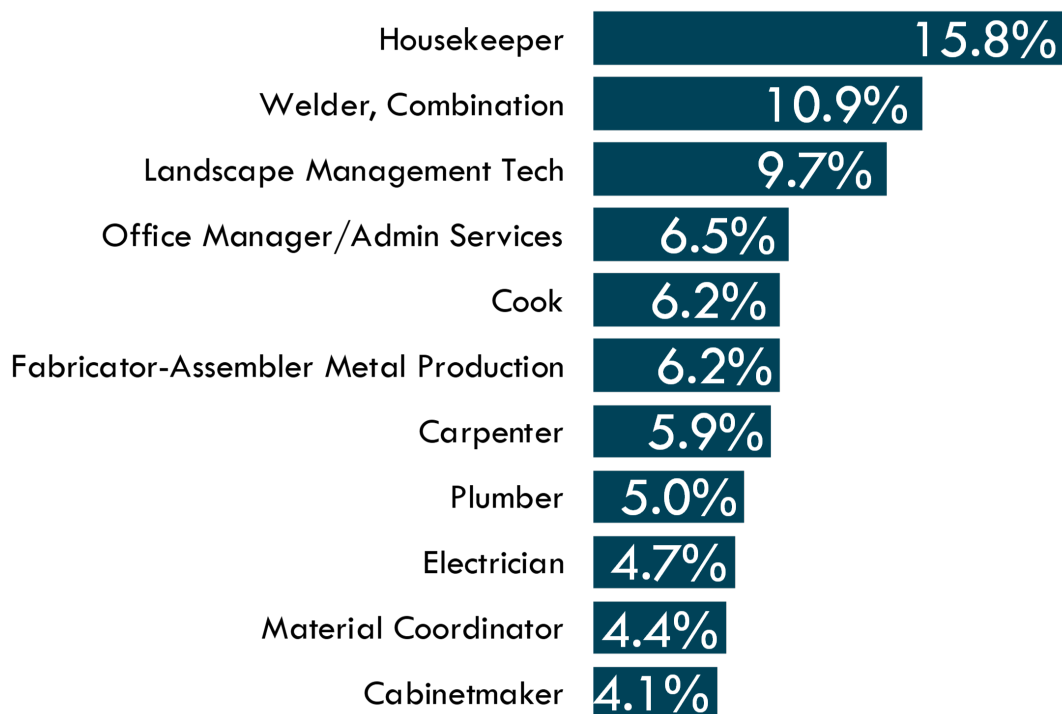
DEPARTMENT OF CORRECTIONS PARTICIPANTS

The Iowa Department of Corrections is using the registered apprenticeship programming to increase labor market opportunities for individuals upon release. Hundreds of individuals in corrections institutions across the state have enrolled in apprenticeships. Each program has a community college partner and this collaboration of skill building has resulted in employment success stories. Further research is needed to evaluate the long-term impacts of registered apprenticeship completion for the formerly incarcerated.

The chart below shows that the highest percentage of active registered apprentices within the Department of Corrections are pursuing an occupation of housekeeper (15.8%), followed by welder (10.9%) and landscape management technician (9.7%).

REGISTERED APPRENTICES BY OCCUPATION

Active Registered Apprentices by Occupation (June 30, 2019)



Source: Iowa Workforce Development calculations using U.S. Department of Labor RAPIDS Extract

REGISTERED APPRENTICES BY SEX

Active Registered Apprentices by Sex (June 30, 2019)



REGISTERED APPRENTICES BY RACE AND ETHNICITY

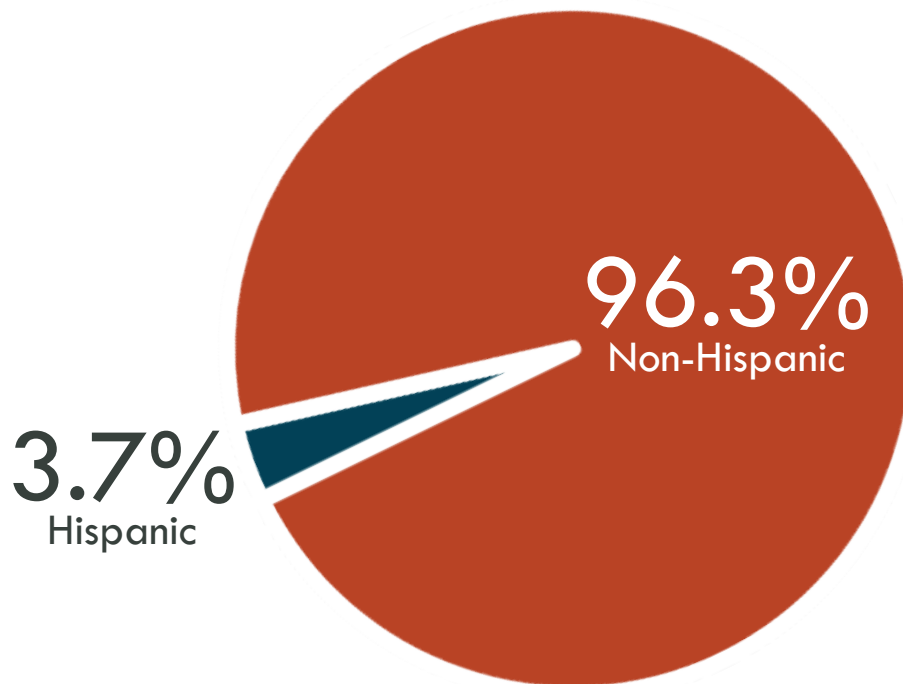
Active Registered Apprentices by Race (June 30, 2019)



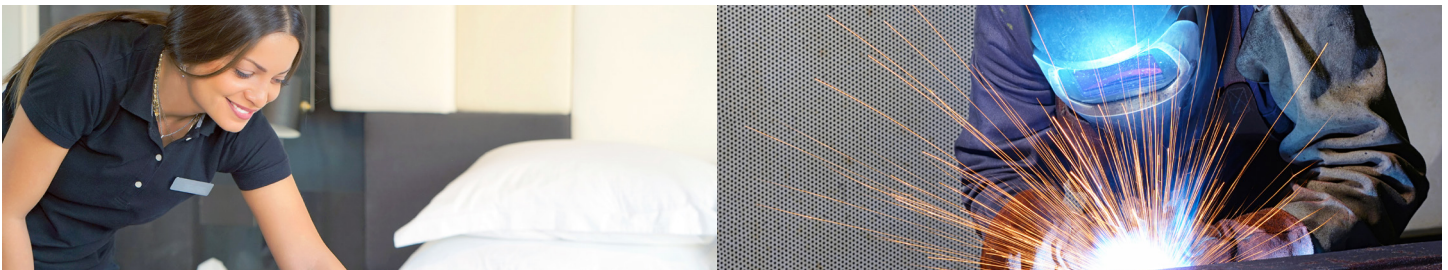
Source: Iowa Workforce Development calculations using U.S. Department of Labor RAPIDS Extract

*All Other race category includes: American Indian or Alaskan Native, Native Hawaiian or Pacific Islander, and Two or More races

Active Registered Apprentices by Ethnicity (June 30, 2019)



Source: Iowa Workforce Development calculations using U.S. Department of Labor RAPIDS Extract





METHODOLOGY

Cohort

The cohort data used for this report was composed from the Registered Apprenticeship Partners Information Management Data System (RAPIDS), which is managed by the DOL Office of Apprenticeship (OA).

The registered apprenticeship participants analyzed in this report are those with an Iowa residential address and participated between Fiscal Year 2011 and Fiscal Year 2018.

The analysis of registered apprenticeship programs does not include employers utilizing intermediary partners to employ registered apprentices. Intermediaries consist of industry and business organizations, community and technical colleges, non-profit and community-based organizations, labor management partnerships, and workforce development boards. For more information regarding intermediaries visit: www.apprenticeship.gov/employers/intermediaries.

For the analysis of the PROFILES OF REGISTERED APPRENTICES the participant data was retrieved from RAPIDS on June 30, 2019. The analysis for the COMPLETER PROFILE is for RA participants who completed their program in Calendar Year 2013 (January 1, 2013 through December 31, 2013).

Wages

All wages for this report originate from the Iowa UI wage database (see Appendix A for a description and the limitations of UI wages). Employment and wages earned outside of Iowa are not included in this report.

The wage records in the UI wage database were compiled using the social security numbers of the RA Completers in CY 2013. In order to analyze the employment and wage longitudinally the wage records were retrieved from the time period between January 1, 2014 and December 31, 2018.

The formula used for adjusting wages is as follows:

$$W_{adj} = \frac{CPI_t}{CPI_{base}} * W_t$$

flation to 2019 1st quarter wage level (CPI-u = 252.8967) in order to make longitudinal
re Consumer Price Index (CPI-u) as calculated by the U.S. Bureau of Labor Statistics. The

Where CPI_{base} is the CPI value of the base time period (2019 1st quarter), CPI_t is the CPI value of the time period being adjusted from, and W_t is the wage of the time period being adjusted from. Wages are adjusted after they have been aggregated by academic year (using academic year average CPI values).

The median wages reported throughout this report do not include those completers who did not match the UI wage database (i.e. the median wages only include those who had wages covered by UI tax in Iowa during that quarter, not those that didn't match or earned \$0).

To protect individual identities, some cells in this report are suppressed due to small cell size.



APPENDIX A

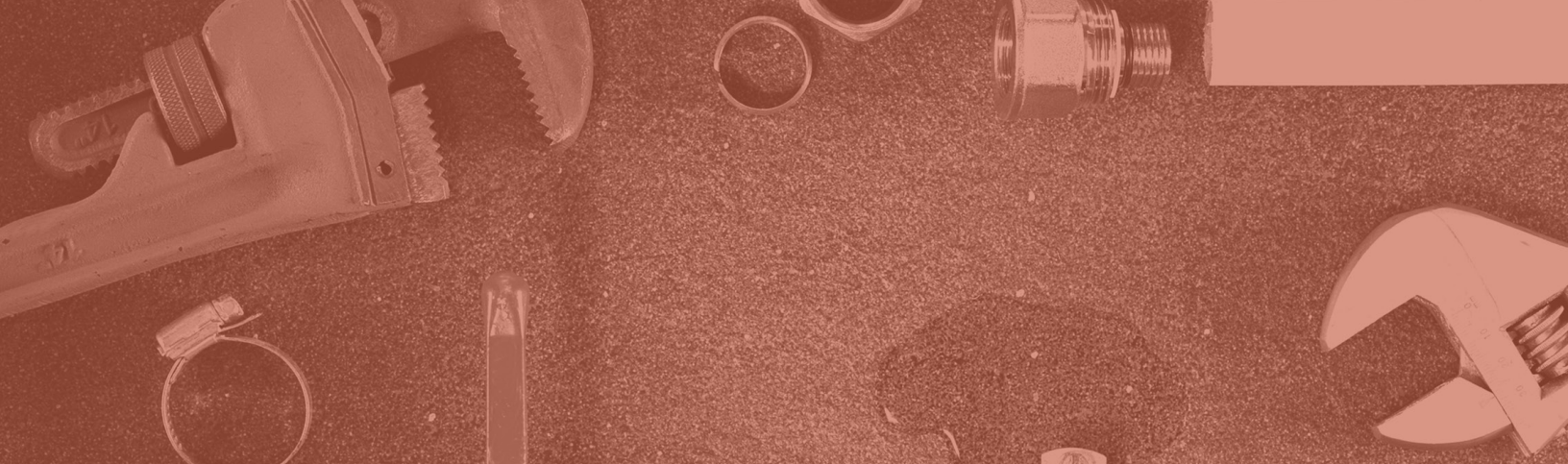
Unemployment Insurance (UI) Records Description and Limitations

Coverage:

Unemployment insurance wage records are derived from unemployment insurance quarterly contribution reports. The state UI program does not cover federal employees, members of the armed forces, the self-employed, proprietors, unpaid family workers, church employees and railroad workers covered by the railroad unemployment insurance system, as well as students employed in a college or university as part of a financial aid package. The UI program does provide partial information on agricultural industries and employees in private households.

Limitations:

- Only Iowa UI wage records are used in this report. Employment and wages earned (by both apprentices and community college awardees) outside of Iowa are not included in this report.
- Multiple jobholders will have a separate wage record for each employer.
- Wage records include full and part-time workers, therefore, one may not assume a 40-hour workweek to get an average hourly wage.
- Occupations are not included in the wage records.
- Wages represent total wages paid during the calendar quarter, regardless of when services were performed. Included in wages are pay for vacation and other paid leave, bonuses, stock options, tips, the cash value of meals and lodging and in some cases deferred compensation may be included.



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